All 2015-16 Issues

This .pdf contains all Solidarity! Issues for the 2015-16 school year. Click the date to jump to the Issue you'd like to view. Use Ctrl+F to search for a term or phrase across all Issues.

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WELCOME BACK!

To each and every one of the nearly 5,000 District employees who are represented by MTI, welcome, as the 2015-16 school year begins! MTI is the collective bargaining agent for all teachers and non-supervisory professional staff, educational assistants (EA-MTI), clerical/technical personnel (SEE-MTI), substitute teachers (USO-MTI), and school security assistants (SSA-MTI) who are employed by the Madison Metropolitan School District. It has been the Union’s mission to negotiate the best possible Collective Bargaining Agreements over the last 50 years and now, given the impact of Act 10, to work in concert with the District to create the best possible Handbook. That is critical to assure that the Madison Metropolitan School District is a great place to work, and to enable the District to attract and retain the best staff. It is the Union’s mission to provide the best representation and service possible, when assisting members. Contact your Union staff at MTI headquarters (257-0491 or www.madisonteachers.org) should you have a question or need assistance with any Contract or work-related matter.

A Message from MTI President Andrew Waity

The only guarantees in life are death, taxes and MTI’s powerful advocacy for Union members, public schools and education. That amended saying is one that holds true as much now as it ever has. We know that we are facing a year filled with many challenges, but with all the change comes the potential for MTI to emerge even stronger and more united. Challenges include another recertification election, and a Handbook to become effective next July.

Even after the passage of Act 10, which was designed to kill union representation, MTI is still here and still strong. MTI staff and elected leadership will continue to provide the high level of service and strong advocacy for Union members that it has provided over the last 50 years.

MTI and other public sector unions continue to face political and economic attacks designed to destroy us and public education. These attacks have been crafted by those interested in expanding their own political, social and economic power. MTI has resisted these attacks and continues to thrive. The success of our ongoing efforts rests on each of us. Each of us are the “I” in MTI. As we begin the new school year, MTI staff and leadership will continue to assist and support all members. We look forward to working with you to strengthen and build MTI for the future.

MTI Leaders Greet New Hires

Members of MTI’s Board of Directors and Union staff greeted all of the District’s newly hired teachers at New Teacher Orientation, dozens of whom have already joined their Union. Teachers and other newly hired staff are encouraged to fill out their MTI membership form and return them to MTI or to their Faculty/Building Representatives. Join the thousands before you who have made MTI the best Union possible.

Continue Wearing Your MTI Red

Wear your MTI RED at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs and sweatshirts for sale. Show SOLIDARITY with your MTI Sisters & Brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!

Peg Coyne Joins MTI Staff

MTI Past President and newly retired Black Hawk CC teacher Peg Coyne has joined the MTI professional staff, following the retirement of Sara Bringman. Peg brings skills to assist MTI members with special education, Educator Effectiveness, and classroom issues. Peg has also represented the Union in various areas over many years, including service on the MTI Board and Bargaining Committee. She was also a member of the Union-Management Memorial Dispute Resolution Project. Welcome Peg and feel free to call or email her at MTI (coynep@madisonteachers.org). And, if you see Sara, thank her for her tireless advocacy for MTI members in so many different ways over many years.
Religious Holidays/Observances

MTI encourages District employees not to schedule school events on the evening before or day of religious holidays and/or observances. Similarly, teachers are requested not to schedule major exams or field trips on such days inasmuch as some students may not be able to attend school on that day. A link for a listing of holidays/observances can be found on the MTI webpage (www.madisonteachers.org) under “Important Information.”

Under the Teacher Collective Bargaining Agreement (Section IV-E), leave for religious holidays will be with pay, if one elects to be paid from his/her earned sick leave or one can take the day without pay. One is no longer required to makeup work time.

Teachers and Involuntary Transfer

Should the District, based on pupil enrollment, determine to reduce staff at a given school by involuntarily transferring a teacher due to a “substantial change in the school's enrollment or substantial program change,” they may do so within the first 25 days of school, under the terms and conditions of the MTI/MMSD Teacher Collective Bargaining Agreement, but only in accordance with the terms set forth in Section IV-E.

MTI’s Contract provides that such transfer “shall be the least senior teacher in the grade level (unit, grade or grade combination; e.g. 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made.” The Contract also provides that “any teacher so transferred shall, when reasonably possible, be provided five school days notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment.”

MTI/MMSD Contract Provides for Sabbatical Leave

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 years of service following the sabbatical leave, or repay the compensation received for the leave. MTI’s Contract guarantees that one who receives a sabbatical leave returns to the position s/he held at the time the leave was granted.

Applications for the second semester of the 2015-16 school year are due at MTI Headquarters by September 1, 2015. Applications for the 2016-17 school year or the first semester are due February 1, 2016. An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI’s webpage.

Memorial High School English teacher Chris Vander Ark who received a sabbatical leave for the 2014-15 school year is returning to Memorial this fall. He studied “Course Writing Expectations.” A copy of his report is on MTI’s webpage (www.madisonteachers.org). He recently discussed his study and the benefit of the MTI/MMSD Contract-provided sabbatical leave with Assistant Superintendent Mike Hertting and MTI Executive Director John Matthews.

Willy Street Fair September 20

MTI is participating in the 2015 Willy Street Fair! MTI will host an information table in front of the MTI building and is seeking members to help with face painting for kids, a “cupcake walk,” and marching together in the (in)famous Willy Street Fair parade. This event takes place on Sunday, September 20, from 11:00 a.m. to 7:00 p.m. The parade begins at 11:00 a.m. Members who will be marching in the parade should be at MTI by 10:30 a.m. Remember to wear MTI Red.

MTI is also looking for volunteers to staff the information table, make cupcakes (or brownies/cookies) for an old-fashioned “cupcake walk”; among other things, between noon and 4:00 p.m. Contact Jeff Knight (knightj@madisonteachers.org / 257-0491) with questions or to volunteer!

To review a list of volunteer needs, see MTI’s website, www.madisonteachers.org/MTI_Cares.

“Back to School” Night

Although District management cannot unilaterally extend work hours for teachers or direct members of MTI’s “teacher” bargaining unit to attend Open House/Back to School Night, MTI suggests attendance. Participation is good public relations and will likely result in good will with your students’ parents. Similarly, teachers cannot be directed to attend any other after school functions, such as PTO/PTA.

Calendar of Events

- September 1 - Semester Begins
- Monday, September 7, LABOR DAY
- Thursday, September 10, 4:30 p.m., SCFL SEE-MTI Board & Bargaining Team
- Monday, September 14, 5:00 p.m., Doyle Room 103 BOE Instruction Work Group
- Tuesday, September 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Saturday, September 19, 9:00 a.m. Breese Stevens Field FightingBob Fest 2015
- Monday, September 21, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Monday, September 28, 6:00 p.m., McDaniels Auditorium BOE Regular Meeting

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Renew Your Commitment to MTI: Recertification Elections Again this Fall

The anti-union legislation passed in 2011 at Governor Walker’s request requires public sector unions to undergo an annual recertification election for the union to maintain its status as the representative of all workers covered by the union. MTI has again filed petitions with the Wisconsin Employment Relations Commission (WERC) calling upon them to conduct the election for each of MTI’s five bargaining units (teachers, educational assistants, supportive educational employees, security assistants, and substitute teachers). The elections will be conducted November 4-24, 2015.

Unlike political elections that require the prevailing candidate win only the majority of votes cast, Act 10 requires public sector unions to win 51% of all eligible votes - in each unit - for the Union to remain the certified representative. If a person represented by MTI does not vote, it is considered a “no” vote. Last year, MTI employees in each of the five bargaining units voted overwhelmingly to recertify. Now, we have to do it again. Over the summer, MTI staff, elected leaders, and member organizers began developing this year’s election plans. Additional information will be distributed as this important election approaches. It is time once again to roll up our sleeves, reach out to each other, and renew our commitment to “Our Union”, MTI.

Nominations for MTI Elected Positions

Nominations will be received at the September 15 meeting of the MTI Faculty Representative Council to fill vacancies caused by retirement, and for terms which are expiring. Terms expire in October for two At-Large positions on the MTI Board of Directors, the Cabinet on Personnel, the Finance Committee, and the Political Action Committee. Due to retirements, two vacancies on the MTI Bargaining Committee and a vacancy exists as an MTI Delegate to SCFL. Nominations can be called into MTI Headquarters, or made from the floor at the September Council meeting by an MTI Faculty Representative. Nominations received at MTI will be placed in nomination by the Chair of the Nominations & Elections Committee. Pursuant to MTI Bylaws, the election for all referenced positions will be held at the October Council meeting.

MTI Board of Directors’ terms expire for Karen Vieth (Sherman) and Kira Fobbs (Falk). Both are seeking re-election. A vacancy exists due to Andy Waity being elected MTI President. The remainder of his term in the At-Large position is one-year. Kerry Motoviloff (Doyle) and Kati Walsh (Randall) have been nominated. The MTI Board of Directors consists of ten (10) members. Six (6) Officers are elected by the general membership and four (4) At-Large positions are elected by the MTI Faculty Representative Council. Officers are elected for a one-year term and At-Large members for two year terms. The President serves on the Board for three (3) years, one year as President-Elect, one year as President, and one year as Past President. Officers are elected in April’s MTI general elections. Meetings of the MTI Board are held on the second Monday of the month, commencing at 4:30 p.m.

Finance Committee term expires for Bruce Bobb (Hoyt). Bobb is seeking re-election. Two vacancies exist due to the retirement of Karen Lee-Wahl and Andy Waity being elected as President. Holly Hansen (Lapham) and Nichole Von Haden (Doyle) have been nominated. Terms for all positions are for one year. The Finance Committee prepares the annual MTI Budget for consideration by the MTI Joint Fiscal Group. The latter consists of MTI teacher bargaining unit Faculty Representatives, and proportionate representation from MTI’s other four (4) bargaining units (SEE-MTI, EA-MTI, USO-MTI, and SSA-MTI). The MTI Finance Committee meets each year and generally completes its business in February, given that under MTI’s Bylaws the Budget is presented at the March meeting of the MTI Joint Fiscal Group and is voted upon at the April meeting.

Attention EA-MTI Members: General Membership Meeting & Cookout September 21

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) are invited to a general membership meeting and cookout on Monday, September 21, at 4:15 p.m., at MTI headquarters (821 Williamson Street). Socialize with your fellow EAs and enjoy some grilled food! Topics for discussion: handbook, recertification, union involvement. Please RSVP to Eve Degen (degene@madisonteachers.org) so food and drinks can be planned.
Nominations (continued)

Cabinet on Personnel term expires for Amy Noble (Lowell). Noble is seeking re-election. Two vacancies exist due to the retirement of Barbara Rogers and Peg Coyne. Kerry Motoviloff (Doyle) has been nominated for the position vacated by Rogers. The term is for two years. Cindy Ball (Jefferson) has been nominated for the position vacated by Coyne. The term is for one year. The Cabinet on Personnel oversees MTI’s employment relations with its staff. The Cabinet meets on an as-needed basis.

Political Action Committee (MTI VOTERS) terms expire for Lauren Mikol (Lincoln), Kati Walsh (Randall), and Cindy Barbera (Hamilton). All are seeking re-election. Terms are for two years. A vacancy exists due to the retirement of Mike Lipp. Kari Carden (Chavez) has been nominated. The term is for two years. MTI’s Political Action Committee generally meets monthly on the second Tuesday, and additionally as necessary to interview candidates for election in Wisconsin’s primary and general elections. The Committee recommends endorsements for consideration by MTI members.

Bargaining Committee: Vacancies exist due to the retirement of Peg Coyne and Steve Pike. Jessica Wahl (Whitehorse) has been nominated for the Middle School position vacated by Coyne. The term is for one year. Amy Turkowski (Franklin) has been nominated for the High School position vacated by Pike. The term is for two years.

MTI Delegate to SCFL: A vacancy exists due to Andy Waity being elected as President. Michele Ritt (Leopold) has been nominated. The term expires March, 2017.

Substitutes: Check Your MMSD E-mail; New Sub Placement System

Substitute teachers make sure you regularly check your MMSD provided e-mail for instructions and updates from the District. The substitute placement system was changed over the summer from “Subfinder” to “Aesop.” This occurred because the Aesop company bought out Subfinder. While the two systems are different, Aesop will continue to allow job assignments to occur by phone and over the internet.

If you are a returning substitute and have not done so, you will need to get registered in the system and set up to receive assignments. Check your MMSD e-mail for specific information you will need to get registered in the Aesop system. There are also basic training manuals and references listed in the e-mail that will help you become familiar with this new system. If you have problems getting set-up or have concerns about the way the new system is working, contact Jeff Knight (knightj@madisonteachers.org) at MTI.

Christina Stafslien Charity Golf Outing September 25

Teachers at La Follette High School have organized the 12th Annual Christina Stafslien Charity Golf Outing to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 25, 4:00 p.m. Proceeds from the tournament will go to the Christina Stafslien Scholarship Fund which is awarded to a deserving La Follette student. Details and an application form can be obtained from the MTI website (www.madisonteachers.org) or by contacting La Follette teacher Ted Ryan (tryan@madison.k12.wi.us / 204-3574).

Political Action Committee (PAC) Rebates

MTI VOTERS’ Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one’s annual Union dues. Deductions are made from each member’s monthly wage. Funds are used exclusively to support Committee approved pro-education candidates and pro-education causes. If one does not wish to assist their Union’s political efforts, by delivering WRITTEN NOTICE to MTI Headquarters by October 1, an advance refund of the school year’s PAC deductions will be issued. Payment will be made by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Calendar of Events

- Thursday, September 10, 4:30 p.m., SCFL SEE-MTI Board & Bargaining Team
- Monday, September 14, 5:00 p.m., Doyle Room 103 BOE Instruction Work Group
- Tuesday, September 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Saturday, September 19, 9:00 a.m. Breeze Stevens Field Fighting Bob Fest 2015
- Monday, September 21, 4:15 p.m., MTI EA-MTI General Membership & Cookout
- Monday, September 21, 5:00 p.m., Doyle Room 103 BOE Operations Work Group

Did you know? MTI offers a Discount Program. Check it out. Go to “Union Info” and click on “MTI Discount Program” on MTI’s web page.

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Governor Walker’s Act 10 requires public sector unions, except police & fire, to engage in annual recertification elections to retain their status as the representative of the employees who elected the Union to represent them. Even though MTI’s certification goes back to 1964, and it has represented MMSD employees and negotiated Contracts for them beginning with the 1964 Collective Bargaining Agreement for teachers, Act 10 mandates that MTI participate in a recertification election each year. The election by all MTI represented District employees will be conducted between November 4 and November 24 via telephone or on-line balloting (more detailed information will be forthcoming).

**Why is recertification important?** The recertification election will determine whether MTI continues to be the legally recognized “certified representative” for District employees in MTI’s five bargaining units. While there were processes available in prior law for a union’s certification to be challenged by dissatisfied employees, Walker’s Act 10 mandates such elections annually. And to make recertification more difficult, unlike political elections where the candidate with the most votes wins, Act 10 requires that to win recertification, the union must win 51% of all eligible voters. Between now and November 24 MTI will use this space to highlight a number of reasons why recertification, and your participation in it, is important.

**Reason #1 - Standing Together** – When one votes to recertify MTI, that individual is voting to “stand together” to support his/her profession and his/her colleagues. A YES vote sends a message to policymakers that employee groups stand together on important issues that affect their profession, schools, and students – such as fair compensation, transfer rights, many different types of leaves, health and dental insurance, sufficient planning time, effective professional development, and a host of other work-related, professional, and economic issues. Standing together gives us a stronger voice than we have as individual employees.

**Teachers: Give Yourself a Raise**

**Credits for Salary Advancement October 1 Deadline**

MTI’s Teacher Contract requires that teachers, prior to level 15 of the salary schedule, earn 6 credits to cross from salary level 8 to 9, and 12 to 13. After level 15 is achieved, one must earn 3 credits each 2 years to move to the next incentive level.

MTI requests information annually from the School District to enable assistance to members whose wage placement has been frozen. In negotiations, MTI gained a provision which allowed a teacher whose salary had been “frozen” to advance to their proper placement upon the submission of required credits. If a member’s salary has been frozen in error and/or in violation of the Collective Bargaining Agreement, then the Union can seek retroactive payment. Members are advised to confirm salary schedule movement and that they are being paid correctly. If the action was done in accordance with the Collective Bargaining Agreement, MTI has no ability to seek monies lost in the interim.

MTI’s Teacher Contract provides the means for one to satisfy the vertical salary barrier requirements between levels 8 and 9, 12 and 13, and each level after 15, by one earning Professional Advancement Credits (PAC). Professional Advancement Credits, under MTI’s Contract, can be academic credits or credits granted by the joint MTI-MMSD PAC Committee for inservice courses, independent study, committee work, conference/convention attendance, and professional writing/research pursuant to Section III-H of the Contract.

PAC credits can also be used to move from one track on the salary schedule to another, except for tracks 4, 7 and 8. Track movement increases one’s salary an additional 2.5%.

To cause a retroactive salary adjustment effective with the commencement of the first semester, the application for credit should be submitted by October 1. Wage increases under these circumstances will result in the increased wage being paid in equal installments beginning November 1, for the remainder of the school year. Credits which are on file with the District Department of Human Resources by July 1 will be reflected by an adjustment in wages effective October 1. Credits submitted by February 1 will cause a retroactive wage adjustment effective with the beginning of the second semester.

MTI’s Contract enables teachers to BANK credits which are in excess of those needed to cross improvement and incentive levels.
**Educator Effectiveness Evaluation System**

Educator Effectiveness is the new educator evaluation tool required of all teachers and principals throughout Wisconsin. This new system is a new culture for MTI members: it utilizes a new language (SLO, PPG, artifacts); a new set of values (students’ academic achievement is a part of the process); and a new calendar (it’s a year-long process). And all teachers, whether or not they are being formally evaluated in a given year, will be involved in parts of the process.

Educator Effectiveness has two main parts. It balances educator practice (using the Charlotte Danielson model) with student performance outcomes. Each year, all teachers are to develop a Professional Practice Goal (PPG) and a Student Learning Objective (SLO) which must be documented in the Teachscape Software module. One aligns their PPG with an area within the Danielson model framework that the teacher wishes to develop or focus upon. It could have to do with planning, instruction, assessment, or any professional responsibility (for example: communication or collaboration). One’s SLO focuses on developing content area skills for a particular group of students you are working with. Both the PPG and SLO must be completed by October (date uncertain). The District’s website has resources relating to Educator Effectiveness [https://staffdevweb.madison.k12.wi.us/educatoreffectiveness](https://staffdevweb.madison.k12.wi.us/educatoreffectiveness).

Anyone with questions regarding Educator Effectiveness should contact Peg Coyne at MTI headquarters (coynep@madisonteachers.org).

**Attention EA-MTI Members:**
**General Membership Meeting & Cookout September 21**

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) are invited to a general membership meeting and cookout on Monday, September 21, at 4:15 p.m., at MTI headquarters (821 Williamson Street). Socialize with your fellow EAs and enjoy some grilled food! Topics for discussion: handbook, recertification, union involvement. Please RSVP to Eve Degen (degene@madisonteachers.org) so food and drinks can be planned.

**Workplace Bullying**

Board of Education Policy 4502A outlines the District’s classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, “Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school.”

The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, “The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying.”

Section 8013.8 provides that, “Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy.”

**MTI Wear on Sale**

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($30). Show SOLIDARITY with your MTI Sisters & Brothers. Wear *MTI RED* on MONDAYS and *MTI lanyards* everyday!

**Calendar of Events**

- Monday, September 14, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, September 15, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Saturday, September 19, 9:00 a.m. Breese Stevens Field
  Fighting Bob Fest 2015
- Monday, September 21, 4:15 p.m., MTI
  EA-MTI General Membership & Cookout
- Monday, September 21, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Wednesday, September 30, 4:30 p.m., SCFL
  SEE-MTI General Membership Meeting

“Your Union is like the safety belt on your car, you don’t appreciate it until you need it.”

Don Schultz

(Don is a retiree who taught many years at Lincoln when it was a middle school and at West High School. He is a strong Union activist.)

**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)
You Are the Union and Your Help is Needed for MTI’s Recertification Election

As previously reported, Governor Walker’s Act 10 requires public sector Unions, except police & fire, to participate in an annual recertification election to enable Union members to retain representation by their Union. The election by all MTI-represented District employees will be conducted between November 4-24. Voting will be via telephone or on-line (details forthcoming).

Again this year, MTI Faculty Representatives, EA Building Representatives and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location VOTE in the recertification elections. MTI Member Organizers are essential to successful recertification. MTI needs Member Organizers from every bargaining unit (MTI, SEE-MTI, EA-MTI, SSA-MTI & USO-MTI). Retired union members are also assisting in organizing. Assuring that each and every person vote is of great importance, because Act 10 requires that to win recertification, a Union must win 51% of all eligible voters.

Reasons for Recertification #2: Preserving and Protecting Your Collective Bargaining Agreements - MTI was successful in negotiating Collective Bargaining Agreements that preserve the vast majority of Contract rights and benefits for the 2015-16 school year. MTI recently concluded joint discussions with the District that have resulted in an Employee Handbook that will carry forward workplace rights and benefits in 2016-17. MTI has a special publication on this topic that will be distributed to all Union members September 21. It will have a link to the Handbook draft.

Nominations Finalized

At the September 15 meeting of the MTI Faculty Representative Council, nominations were received for a number of MTI (teacher unit) leadership positions. The Bylaws call for nominations to be finalized at the September meeting of the Council and election at the October meeting, for the positions referenced below.

- Nominated for two at-large positions on the MTI Board of Directors were incumbents Karen Vieth (Sherman) and Kira Fobbs (Falk). A vacancy exists due to Andy Waity being elected MTI President. The remainder of his term in the at-large position is one-year. Kerry Motoviloff (Doyle) and Kati Walsh (Randall) were nominated.

- Nominated for an at-large positions on the MTI Cabinet on Personnel was incumbent Amy Noble (Lowell). Two vacancies exist due to the retirement of Barbara Rogers and Peg Coyne. Kerry Motoviloff (Doyle) was nominated for the position vacated by Rogers. The term is for two years. Cindy Ball (Jefferson) was nominated for the position vacated by Coyne. The term is for one year.

- Nominated for a position on the MTI Finance Committee was incumbent Bruce Bobb (Spring Harbor). Two vacancies exist due to the retirement of Karen Lee-Wahl and Andy Waity being elected as President. Holly Hansen (Lapham) and Nichole Von Haden (Doyle) were nominated. Terms for all positions are for one year.

- Nominated for four positions on the MTI Political Action Committee, MTI VOTERS, were incumbents Lauren Mikol (Lincoln), Kati Walsh (Randall), and Cindy Barbera (Hamilton). Terms are for two years. A vacancy exists due to the retirement of Mike Lipp. Kimi Ishikawa (Doyle TAG) and Carlene Bechen (Toki) were nominated. The term is for two years.

- Nominated for two positions on the MTI Bargaining Committee due to the retirement of Peg Coyne and Steve Pike were Jessica Wahl (Whitehorse) for the Middle School position vacated by Coyne. The term is for one year. Amy Turkowski (Franklin) was nominated for the At-Large position vacated by Pike. The term is for two years.

- Nominated for a vacancy as an MTI Delegate to the SCFL was Michele Ritt (Leopold). The term expires March, 2017.

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!
ELL Case Management in Oasys
What You Need to Know

The process for establishing an Individual Plan of Service (IPS) for ELL Students is being converted to a more formalized online documentation system in Oasys for the 2015-16 school year. This will help bring the District into compliance with state and federal laws. Developing an IPS includes surveying parents and delivering a language assessment for all new students. The burden for completing these plans falls on ELL Case Managers who are typically BRT or ESL teachers. The deadline for completing these Individual Plans of Service (IPS) for all ELL students is October 16, 2015. Given the tight deadline and the significant workload increase, the Office of Multilingual and Global Education (OMGE) is offering additional support as follows:

- **ELL Case Managers can receive up to ten (10) hours of extended employment compensation ($11/hour) for time spent after Contract hours working on the ISPs.** If you are an ELL Case Manager who has worked outside of Contract time to complete this paperwork, contact your building principal to claim the available compensation.
- **ELL Case Managers can send signed IPS forms to the OMGE staff in room 216 of the Doyle Administration building to be scanned and archived.** The paper copies will then be returned to the school for each student’s cumulative file. The deadline for sending signed IPS forms to OMGE is October 16, 2015. When sending these documents, please remember they are considered CONFIDENTIAL.

MTI has received numerous phone calls and e-mails regarding this change in practice as it has significantly increased the workload for those assigned as ELL Case Managers. If you have concerns or problems related to this change, please feel free to contact MTI Assistant Director Jeff Knight (knightj@madisonteachers.org).

**Courage to Teach**

**2015-16 Retreat Series**

Space is still available for the 2015-16 Courage to Teach retreat series, which begins November 5. Applications are encouraged by October 15 and will be accepted until all available spaces are filled. This year-long series of four sessions (Friday evening through Sunday afternoon) takes place at Bethel Horizons Retreat Center, near Governor Dodge State Park. The series is based on the work of noted educator, writer, and activist, Parker J. Palmer. Educators experience extended time to explore “the heart of a teacher” and reconnect with the values and passion that brought them into teaching. Dates for the retreats are: November 6-8, 2015; January 15-17; March 11-13; and June 23-25, 2016.

Based on evaluations gathered over the last 13 years, participants consistently report: renewed satisfaction and commitment to their profession; improved connections with students and classroom practice; and strengthened collegial relations at their school sites.

Local educators pay a total of $850 (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 $170 per credit.

For information and an application, check the CTT website (https://sites.google.com/site/couragetoteachmadison/home) or contact: Barb bhummel@chorus.net or Bonnie bkrudell@juno.com.

**Seattle Strike Settled**

Members of the Seattle Teachers Union went on strike September 9, delaying the opening of the school year. Issues in dispute include compensation, the number of standardized tests, teacher evaluation, the length of the school day and equity among the schools. Negotiators were able to reach tentative agreement early last week, with Union members scheduled to vote on the Contract ratification yesterday, September 20.

Union members, who had complained that they could no longer afford to live in the City, won an increase in wages of 14.3% over the next three years (9.5% to be paid by the Seattle Public Schools, with the additional 4.8% in cost-of-living adjustments contributed by the State). They had not received a cost-of-living increase in six years. (Remind you of Act 10?) Other new Contract provisions include a greater voice for teachers in standardized tests and a mandatory 30 minute recess. The Union had broad support from city residents, including the Seattle City Council which passed a resolution of support for the Union and its striking members.

MTI President Andy Waity and Executive Director John Matthews signed a petition in support of the Seattle Union’s action.

**Calendar of Events**

- **Monday, September 21, 4:15 p.m., MTI**
  EA-MTI General Membership & Cookout
- **Monday, September 21, Doyle Room 103**
  BOE Operations Work Group (5:00 p.m.)
  BOE Special Meeting (6:00 p.m.)
- **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

**Our Union Makes Us Strong!**

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
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!

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Member Organizers Still Needed

As of today, about 50 MTI Member Organizers have stepped forward to help build awareness and support for MTI’s upcoming recertification election. These Member Organizers work in about half of the current MMSD work sites, meaning the Union still needs Organizers in the other half of the work sites and schools.

What is at risk if we lose the recertification elections? The answer is simple: members would lose MTI as their advocate. Act 10 mandates annual recertification elections. This year, MTI’s recertification election is November 4-24. Where locals have lost the right to represent workers at their schools, there has been increased employee health insurance premiums; decreased planning time; stricter leave of absence provisions; no right for retiring employees to use accumulated sick leave to pay insurance premiums; additional classes to a teacher’s workload; an extended work year; reduced benefits for disabled employees; and the elimination of just cause standards and the right to representation in meetings that could result in discipline, dismissal or non-renewal; and due process protection. MTI worked with the District to preserve these rights and benefits for its members. They are now in the District’s Act 10-mandated Handbook. Without MTI’s vigilance and hard work, many things members now take for granted will likely disappear.

Let’s get organized! Please contact Eve Degen or Doug Keillor if you are willing to be a point person in your school or work site. If members stick together, the Union will be successful again this year. But more volunteers are needed.

Win a Free Science Trip to the Aldo Leopold Nature Center

The Aldo Leopold Nature Center (ALNC) is a non-profit educational organization with the mission to provide innovative hands-on programs that “...teaches students to see the land, to understand what they see, and enjoy what they understand” in the spirit of famed Wisconsin ecologist Aldo Leopold.

Enhanced by state-of-the-art multimedia experiences and indoor climate and earth science exhibits, these high-tech high-touch programs create exciting educational experiences for all ages, learning styles, and abilities. ALNC programs are updated frequently to address educational standards and integrate math and literacy with cutting-edge technology to meet student needs. Interaction with science, technology, engineering, and math through ALNC’s programs and exhibits help build students’ problem-solving and critical thinking skills.

ALNC aims to serve Madison teachers and students. MTI members are urged to take a five minute survey to help ALNC improve access and relevancy. The survey is just 9 questions and responses are anonymous. Survey respondents can enter to win a FREE field trip to the Nature Center! Thanks for participating – and for all you do!

Disciplinary Interviews: Protect Your Rights

What should you do? An administrator or supervisor requires your attendance at a meeting. Follow the advice on the back of your MTI membership card which states, “If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my MTI representative be present at this meeting.”

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary”, or even if you have reason to believe the purpose of the meeting may be disciplinary, call MTI for representation. Under such circumstances, one has a right to Union representation and may refuse to meet, or further meet, until an MTI staff representative is present.

Should one unwittingly attend a meeting with an administrator which becomes disciplinary in nature, MTI advises that you politely stop the meeting and tell the administrator that you will be happy to continue, but only when your MTI staff representative can be present. That is your legal right!
2015 MMSD-MTI Combined Campaign

The 2015 Combined Campaign will begin on October 19 and run through November 20. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. Under MTI’s various Collective Bargaining Agreements, one can make a contribution, at any level, through payroll deduction. This year, donations can also be made online. Everyone is encouraged to give to cause of their choice. All of us, working together, can make our local, national and global community a better place in which to live.

MTI Wear - More Sizes Available

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($30). Show SOLIDARITY with your MTI Sisters & Brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!

USO-MTI General Membership Meeting – Officer Elections and the Future of USO-MTI

Substitute and Off-Campus Program Teachers are urged to attend the USO-MTI General Membership Meeting on Wednesday, October 14, at MTI Headquarters (821 Williamson Street). The meeting begins at 4:15 p.m.

Nominations and Elections will be held for all USO-MTI Offices: President, Vice President (K-6), Vice President (7-12), Vice President (At-Large), and Secretary. Now is the time to get involved in your Union as the two year term will overlap the transition of USO-MTI from a Collective Bargaining Agreement to the Employee Handbook, as well as the Union’s Recertification Election and Membership Renewal Campaign for 2016-17.

USO-MTI is the only Union in Wisconsin representing and advocating for the interests of substitute teachers. USO-MTI also provides representation at disciplinary meetings in addition to bargaining base wages and access to benefits. Officers and Union staff will be available to answer questions related to the new Aesop substitute placement system.

One must be a member to attend this meeting. Anyone not currently a member but wishes to join, can do so prior to the start of the meeting. You have a voice, make it heard!

Our Union Makes Us Strong!

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Fragrances Can Cause or Trigger Asthma

Recent articles from Occupational Health Watch and Reuters Health advise that perfumes and fragrances used in personal care products, cleaning products, and air fresheners in the workplace can cause or trigger asthma. Such manufactured products are made up of many different chemicals, including those known to cause asthma or other breathing difficulties, even in people who have not previously had these health conditions.

Glass cleaner and air fresheners have been shown to exacerbate asthma and asthma-related symptoms in some people who have repeated exposures, reducing lung function for hours after an exposure, and in some cases, worsening over time. Test results support the importance of developing workplace health and safety practices designed to limit exposures. They also suggest that employees should take care to avoid using perfumes, sprays, air fresheners and the like in classrooms and other common areas in schools and work sites. With cooler weather coming, there will be less fresh air coming in through open windows, so be aware that people around you may have not just an aversion to various chemicals and chemical scents, they may have health-related concerns.

Beware! It’s Not Your Computer

When the District installed its computer system, management told staff, “Use it as your own!” Most District employees did so. However, MTI WARNS, USE IT AS YOUR OWN NO MORE! One must assume that District management will review everything one writes or accesses on a District owned computer. The District has forensic software which enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day. This includes what you access on your home computer, if you access it using a District computer. As a result of requests by the public, under Wisconsin’s Open Records Law, MMSD archives ALL emails and research (websites accessed) performed on District computers.

Calendar of Events

- Monday, October 5, Doyle Room 103
  BOE Instruction Work Group (5:00 p.m.)
- Tuesday, October 6, 4:15 p.m., MTI
  MTI Care
- 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
- Monday, October 11, Doyle Room 103
  BOE Special Meeting (5:00 p.m.)
  BOE Operations Work Group (5:30 p.m.)
- Wednesday, October 14, 4:15 p.m., MTI
  USO-MTI General Membership Meeting
MTI Recertification Election Procedures Set

After many days of detailed analysis with MMSD, the parties have agreed as to whom is eligible to vote in each of the five (5) upcoming MTI bargaining unit recertification elections. All MTI-represented employees who were identified as having actively worked for the District as of October 1, 2015 will be eligible to vote. Act 10 requires that to win recertification, the union must win 51% of all eligible voters. The following illustrates the number of eligible voters in each bargaining unit:

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Eligible Voters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher</td>
<td>2,843</td>
</tr>
<tr>
<td>Educational Assistants (EA-MTI)</td>
<td>751</td>
</tr>
<tr>
<td>Clerical/Technical (SEE-MTI)</td>
<td>231</td>
</tr>
<tr>
<td>Security Assistants (SSA-MTI)</td>
<td>27</td>
</tr>
<tr>
<td>Substitute Teachers (USO-MTI)</td>
<td>585</td>
</tr>
</tbody>
</table>

Recertification Election dates and voting procedure: The recertification elections will take place from noon on November 4 until noon on November 24 via telephone and on-line voting. MTI will be distributing posters to all schools/work locations. They provide specific voting procedures, including phone number and web address for voting. The election is administered by the American Arbitration Association. As the election dates get closer, all MTI-represented employees will also receive “palm cards” with the phone number, web address and specific voting procedures.

Getting Organized! Those willing to serve as MTI Member Organizers has grown, but we still need Organizers! Member Organizers are volunteers who have agreed to serve as point persons in their buildings/work locations to help build awareness and support for the MTI recertification elections. Is your school/work site ready? If not, contact Doug Keillor (keillord@madisonteachers.org) or Eve Degen (degene@madisonteachers.org).

MTI Employee Handbook Meeting
October 15

All MTI members interested in finding out more about the MMSD Employee Handbook- what has changed, what from the Union’s Collective Bargaining Agreements continue, and what this process means for the Union and its members going forward - are invited to an MTI Employee Handbook Membership meeting, on Thursday, October 15, at the Madison Labor Temple (1602 South Park Street), from 4:30-6:00 p.m. The meeting is open to all MTI members (Teachers, EA, SEE, USO and SSA). The success of our collective efforts in developing the Employee Handbook is evidence of the continued and essential relevance of our Union, even though bargaining rights were stripped away by Act 10. And, MTI would not have had a seat at the table had it not been for members’ continued solidarity and support.

MTI will also be participating with the MMSD Human Resources Department in a couple of Joint MTI-MMSD Handbook Q & A Sessions. These sessions have been tentatively scheduled for October 22 at LaFollette High School and December 9 at Memorial High School (both from 4:30 to 6:00 pm). More information on these will be forthcoming.

Professional Development Days
November 13, February 5 & April 15

The days formerly designated in the MTI Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days. The District’s plans for professional development on these days vary depending upon which MTI bargaining unit one is in and whether one works at the elementary or secondary level.

There is no school for District students on Professional Development Days. All teachers are required to attend PD in the morning on these days, unless approved by District management to attend license-related conferences. Elementary teachers will then have the remainder of each of those days for individual planning time. High school and middle school teachers will participate in whatever PD activities have been planned for their respective schools in the afternoon.

Secondary teachers who want to attend conferences in their area of licensure on any of these three days should submit requests to their principals in writing, as soon as possible, while elementary teachers should submit the request to Marggie Banker, the District’s director of PD. (continued on reverse)
PD Days (continued)

Educational Assistants are required to attend PD only if the District provides notice at least three (3) weeks prior to each PD day. If the PD is not mandatory, the EA Contract provides that an Educational Assistant may: 1) with the approval of his/her principal, work; 2) with the approval of his/her principal, attend staff training; or 3) take the day off without pay. (Note: the District has advised that the professional development on Friday, November 13, will be optional for EAs.)

School Security Assistants are required to attend PD days only if the Security Coordinator provides notice no later than five (5) weeks prior to the PD day. If the PD is not mandatory, each SSA needs to notify the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending. (Note: the District has advised that the professional development on November 13 will be mandatory for SSAs.)

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.

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Reminder: USO-MTI General Membership Meeting, Wednesday, October 14! Officer Elections

Substitute and Off-Campus Program Teachers, make plans to attend the USO-MTI General Membership Meeting on Wednesday, October 14, at 4:15 p.m., at MTI Headquarters (821 Williamson Street). Nominations and Elections will be held for all USO-MTI Offices: President, Vice President (K-6), Vice President (7-12), Vice President (At-Large), and Secretary.

Now is the time to get involved in your Union as the two-year term will overlap the transition of USO-MTI from a Collective Bargaining Agreement to the Employee Handbook, as well as the Recertification Election and Membership Renewal Campaign for 2016-17.

Keep Your Own "Personnel" Records

Record keeping by an employee is important. *Don’t wait for trouble to start before you begin to compile your own personnel records.* Having good records is also very important, should you become involved in a grievance over your Contract rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should **maintain his/her own personnel records.**

*One’s file should contain such documents as:* college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

MTI Wear - More Sizes Available

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Calendar of Events

- **Monday, October 12, 4:30 p.m., MTI**
  MTI Board of Directors
- **Monday, October 12, Doyle Room 103**
  BOE Special Meeting (5:00 p.m.)
  BOE Operations Work Group (5:30 p.m.)
- **Wednesday, October 14, 4:15 p.m., MTI**
  USO-MTI General Membership Meeting
- **Thursday, October 15, 4:30 p.m., SCFL**
  MTI Membership Handbook Q&A
- **Monday, October 19, Doyle Room 103**
  BOE Operations Work Group (5:00 p.m.)
- **Tuesday, October 20, 4:15 p.m., SCFL**
  MTI Faculty Representative Council
- **Monday, October 26, Doyle**
  BOE Special Meeting (5:30 p.m.)
  BOE Operations Work Group (6:00 p.m.)

Our Union Makes Us Strong!

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MTI’s email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)
What’s at Risk Without MTI?

Over the past few weeks, discussions have been occurring throughout the District about MTI’s upcoming MTI Recertification Elections. One of the most frequently asked questions by newer staff, those who are not aware of MTI’s many accomplishments on behalf of District employees, is “what is at risk if we lose our Union?” To answer, one only needs to look around Wisconsin to see what has happened to employees of other public employers where employees no longer have a collective voice in the workplace.

- Act 10 enabled public sector employers to unilaterally establish what employees pay toward health insurance. In many school districts, employers increased the employee’s take-home share to 12% of the premium. Such decreases an employee’s pay up to $220 per month. MTI worked with the District last year to keep to ZERO the health insurance contribution for MTI-represented employees. And, the Union will be working with the District again this year, via the Joint MTI/MMSD Wellness Committee, to collaboratively identify potential sources for health insurance savings rather than implementing a premium co-pay. MTI-represented employees are among the very few public employees in Wisconsin who are not obligated to pay 10-12% toward health insurance premiums. What MTI achieved puts an additional $50 to $171 of take-home pay in each MTI member’s pocket each month, depending on whether they carry single or family health insurance.

- For long-time teachers, educational assistants, clerical-technical staff and security assistants approaching retirement, MTI’s Contracts and the new Employee Handbook provide retiring employees with 100% of the value of their accumulated sick leave for the payment of post-retirement insurances. Many school districts have capped or reduced such benefits, given the unilateral authority granted them by Act 10, forcing longtime employees to work longer in order to afford post-retirement insurance premiums.

- Many other school districts have added classes to the workday (without additional pay); extended the work year (without additional pay); required mandatory evening obligations (without additional pay); reduced benefits for employees with disabilities; eliminated planning time; pro-rated insurance benefits based on part-time status; eliminated just cause and due process protections against unfair discipline or dismissal; and destroyed salary schedules.

MTI encourages all represented employees to spend a few moments to page through their Collective Bargaining Agreement and the Employee Handbook which will go into effect next July to see the entirety of the benefits that the Union has negotiated for them over the past five decades. Any or all of those items would be subject to employer discretion or whim, without your Union as your collective voice. Standing together, we can continue to advocate for working conditions/learning conditions that education employees and students need. Voting to recertify will maintain your collective voice at work.

MTI/MMSD Employee Handbook Meetings October 22 and December 9

MTI members interested in learning more about the Employee Handbook - what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward - are invited to Joint MTI-MMSD Handbook Q & A sessions. These sessions will be held October 22 at Memorial High School and December 9 at La Follette High School (4:30-6:00 pm).

Educators to McDonald’s:
Stop McTeacher’s Nights!

MTI joined the National Education Association and more than 50 affiliates of the American Federation of Teachers and NEA in demanding an end to McTeacher’s Nights. On McTeacher’s Nights, McDonald’s recruits teachers to “work” behind the counter and serve their fast food to teachers’ students and their students’ families. The encouragement is that a small portion of the proceeds is then donated to the teachers’ school.

(continued on reverse)
Stop McTeacher’s Nights

The events take advantage of poorly funded cash-strapped schools by getting teachers to sell junk food to their students. MTI is proud to be part of this effort - organized by the Campaign for a Commercial-Free Childhood and Corporate Accountability International - to end a predatory marketing practice that exploits teachers and students. Please join this effort by telling McDonald’s to Stop McTeacher’s Nights! www.edvotes.org/mcteachers

Seeking Substitute Member Organizers!

Once again, the USO-MTI Board of Directors is in need of “Member Organizers” to help with the recertification campaign. One’s role as a Member Organizer will be to make contact with other substitute teachers about the certification election, ensure that all are aware of the dates for voting, the voting process and the importance to recertify their Union. Information will be provided by MTI staff, but members talking to members about this simple, but critical vote, is essential to the success of this effort.

Members of all MTI units are requested to reach out to substitute teachers who work in their school about the need to recertify and about the high threshold of 51% of the eligible voters required by Act 10 to prevail. The dates of the election are November 4-24, 2015. Last year, substitute teachers recertified at 73% of all eligible voters, ensuring that USO-MTI maintained its status as one of the few substitute teacher bargaining units in Wisconsin.

EA-MTI: Transporting Students

Section VI-M of the EA-MTI Collective Bargaining Agreement states that, “Educational Assistants shall not transport pupils in private cars on school business.” This clause was negotiated to protect MTI members’ economic and safety interests. EAs may not be “asked” or directed by their supervisors to transport pupils in their private vehicles during work hours.

Section VII-I of the EA-MTI Collective Bargaining Agreement enables the transportation of pupils, only IF MTI and the District agree in advance to such an arrangement. Because of the possible liability issues to which MTI members would be exposed, the Union usually declines any such proposals made by the District.

School Security Assistants: Know Your Contract - Uniforms

Under Section VII-D of the MTI/MMSD Collective Bargaining Agreement covering Security Assistants, whatever clothing the District requires an SSA to wear, as a condition of employment, must be provided, at no cost to the employee, by the District. In previous years, there have been issues with the timeliness of the District providing uniforms. MTI continues to monitor this matter. New employees should be provided uniforms soon after beginning employment with the District. Anyone who requests new clothing and does not receive it within a reasonable time frame should contact Eve Degen (degene@madisonteachers.org) at MTI.

Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

MTI will again provide opportunities for those it represents to gain information to enable planning and preparation for retirement. MTI-represented employees have retirement benefits available through multiple sources. Understanding these benefits is essential to successfully planning for retirement. For that reason, those considering retirement sometime in the next few years are encouraged to attend one of the joint MTI, MMSD & WRS sessions noted below. Due to high demand, reservations should be made as soon as possible by calling the District’s Benefits Department at 663-1697 or email chills@madison.k12.wi.us.

Retirement Planning Meetings

October 27 & 28

7:00 -9:00 p.m.

McDaniels Auditorium, Doyle Building

MTI Wear - More Sizes Available

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($30). Show SOLIDARITY with your MTI Sisters & Brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!

Calendar of Events

- Monday, October 19, Doyle Room 103
  BOE Operations Work Group (5:00 p.m.)
- Monday, October 19, 6:30 p.m., SCFL
  Congressman Mark Pocan’s Town Hall Meeting
- Tuesday, October 20, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Monday, October 26, Doyle
  BOE Special Meeting (5:30 p.m.)
  BOE Operations Work Group (6:00 p.m.)
- Wednesday, November 4, 4:30 p.m., MTI
  SEE-MTI Board of Directors

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
High Voter Turn-out Necessary for MTI Recertification Elections

**Getting Organized!** MTI now has over seventy-five (75) Member Organizers including teachers, educational assistants, clerical-technical employees, substitute teachers, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who serve as point persons in their building/work location to help build awareness of and support for the recertification election of MTI's five bargaining units.

**Get-out-the-vote!** In political elections, voter turnout is critical. *Act 10 requires 51% “YES” votes to prevail, not just a simple majority like most elections.* Thus, in Union recertification elections, the number voting is even more critical than in any other election. The experiences of other Wisconsin public sector Unions show that when employees vote, they overwhelmingly vote Union YES! Where recertification elections have been lost, it is frequently because less than 51% of the eligible voters cast a ballot. Unlike political elections, in recertification elections a non-vote counts as a “NO vote.”

In MTI’s recertification election, ballots can be cast 24 hours per day, seven days per week, via phone, computer, or iPad. Voting begins at Noon, November 4, and continues through Noon, November 24. *The process is quick and efficient and should take no more than a couple minutes.* That said, others have reported difficulties where votes were not counted, when they failed to accurately complete each step in the balloting process. *It is for that reason that MTI is providing all MTI-represented employees with detailed voting instructions on posters, flyers and palm cards.*

The MTI Recertification Election palm cards provide MTI-represented staff the phone number, web address and voting instructions. On the reverse of the palm card, *voters are asked to complete their name, work location & bargaining unit and give the completed card to their MTI Faculty Representative or Member Organizer.* Some work locations will hold raffles using the completed palm cards. By collecting completed palm cards, your Union organizing team will be able to try to assure that the 51% threshold is met during the 20-day election period. *Additional information on MTI’s recertification elections is available at www.madisonteachers.org.*

**MTI Election Results**

At its October 20 meeting, the MTI Faculty Representative Council re-elected Karen Vieth (Sherman) and Kira Fobbs (Falk) to two at-large positions on the MTI Board of Directors. In addition, Kerry Motoviloff (Doyle) was elected to complete the remainder of Andy Waity’s at-large position on the Board. In April, Andy was elected to the position of President-Elect, and assumed the Presidency when then President Peg Coyne retired at the end of last school year. The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected Amy Noble (Doyle), and elected Kerry Motoviloff (Doyle) and Cindy Ball (Jefferson) to the MTI Cabinet on Personnel. The Cabinet, which oversees MTI’s employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

For the MTI Finance Committee, the Council re-elected Bruce Bobb (Hoyt), and elected Holly Hansen (Lapham) and Nichole Von Haden (Doyle). The Finance Committee oversees the development of the Union’s budget for presentation to and action by the MTI Joint Fiscal Group. The Committee consists of the MTI President and Treasurer, three at-large positions elected annually by the Council, and the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

The Council also re-elected to MTI’s Political Action Committee (MTI-VOTERS) Lauren Mikol (Lincoln), Cindy Barbera (Hamilton) and Kati Walsh (Randall), and elected Carlene Bechen (Toki). The Committee consists of the MTI President, Treasurer, the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units, and nine members elected by the MTI Faculty Representative Council, one of whom is a member of MTI’s retired teacher organization.

In addition, due to vacancies created by retirements, elected to the MTI Bargaining Committee were Jessica Wahl (Whitehorse) and Amy Turkowski (Franklin). Michele Ritt (Leopold) was elected as an MTI Delegate to the South Central Federation of Labor.
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.

Unfilled Substitute Assignments & Class Covering Compensation

The District is again experiencing a shortage of substitute teachers, which has led to a high number of unfilled assignments for teacher and SEA absences. As a result of the ongoing shortage, many principals are asking teachers and other professional staff to cover for an absent teacher. When an assignment goes unfilled, MTI’s Contract requires the principal to first solicit volunteers to cover the classes. If no volunteers come forward, the Contract enables teachers to be assigned to cover the classes.

When this occurs, members of the teacher bargaining unit may be entitled to receive “class coverage compensation”. Depending on the circumstances, the Contract provides $22 for each hour of covering another teacher’s students, instead of accomplishing tasks or planning for their regular position. Class coverage compensation is addressed in Section III-R of the Teacher Collective Bargaining Agreement and is paid under the following conditions:

- Special Education teachers can be assigned to cover students when an SEA assignment is unfilled. If this coverage results in the Special Education teacher losing planning time, he/she is entitled to class coverage compensation.
- For teacher absences, class coverage pay is due for each hour of class coverage regardless of whether the teacher loses planning time.
- If the District splits up a teacher’s class and assigns students to two or three teachers, Contract class coverage pay is prorated and each teacher is paid one-half or one-third of the class coverage rate respectively. However, if the District splits up a teacher’s class and assigns those students to four or more teachers, no additional compensation is provided.
- Class coverage compensation is not provided when students remain in their regular class with other students rather than leaving class to attend instruction elsewhere (e.g. reading recovery, TAG, speech and language, OT/PT). Finally, no additional compensation is paid when a teacher teaches his/her regular class and the team teacher is absent, unless the teacher loses planning time.
- All “teachers” as defined in Section I-B of the Collective Bargaining Agreement are eligible for class coverage pay when covering the class of another teacher as set forth herein except individuals in the following positions: learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students.

The District’s Human Resources staff is working to hire additional substitute teachers to fill the gap; however, it is important that you claim class coverage pay, if you provide this service. Feel free to contact MTI for assistance.

Flexible Spending Account

Now is the time to act. MTI’s various Collective Bargaining Agreements enable one to set wages aside, tax free, to cover employee contributions toward health insurance premiums, policy deductibles, co-pays and uninsured medical, dental and optical expenses, as well as childcare expenses. One can set aside the maximum IRS allowance of $2,500. Remember, however, that money set aside and not used during the calendar year for such expenses is lost.

Plan now to use the balance of funds set aside for 2015, before December 31. These can be used for unplanned expenses such as prescription glasses, hearing devices, over-the-counter medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year (see Employee Benefits Corporation (www.ebcfelx.com). The deadline for changing one’s deduction for 2015 is November 16.

Calendar of Events

- Monday, October 26, Doyle
  BOE Special Meeting (5:30 p.m.)
- Monday, November 2, Doyle
  BOE Instruction Work Group (5:00 p.m.)
- Wednesday, November 4-24
  MTI Recertification Election
- Wednesday, November 4, 4:30 p.m., MTI
  SEE-MTI Board of Directors
- Monday, November 9, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, November 9, Doyle
  BOE Operations Work Group (5:00 p.m.)
- Tuesday, November 10, 4:15 p.m., SCFL
  MTI Faculty Representative Council

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
It’s Time to Vote “YES” for MTI Recertification!

Balloting by all District staff who are represented by MTI begins this Wednesday, November 4, at Noon. MTI sent all represented staff a recertification “fish” flyer and a palm card with specific voting instructions. Information has also been posted in your workplace with directions for voting. All represented by MTI are eligible to vote. This includes:

• Union members and fair-share contributors;
• Employees on leave of absence;
• Employees in two bargaining units (vote in elections for both units);
• Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Educational Assistants, Nurse’s Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; and Coaches and Non-Faculty Coaches; and anyone else represented by MTI.

Voting is very important and takes only a few minutes. Vote “YES” for recertification, and be sure your co-workers do the same. Remember to confirm your vote. After voting, complete the reverse side of your recertification palm card and return it to your MTI Faculty Representative or Member Organizer, so we know you voted and can concentrate on others. Your leadership needs to carry out its get-out-the-vote campaign. Stand together, vote to recertify your Union!

MTI/MMSD Employee Handbook Meeting December 9, LaFollette

MTI members interested in learning more about the Employee Handbook - what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward - are invited to a Joint MTI-MMSD Handbook Q & A session. The session will be held at LaFollette High School (4:30-6:00 pm).

Upcoming Events

December 1 - Wisconsin Coalition for Retirement Security (WCRS) presentation. Fight to protect WRS and build better retirement security for Wisconsin workers. Keep your money in our state's economy and out of the hands of Wall Street bankers and the 1%. The MTI-sponsored presentation will be held at the Labor Temple (1602 S. Park Street), commencing at 4:30 p.m. For more information about the WCRS see www.Wiretirement.org.

December 2 - “Beyond Measure” is a film sponsored by MTI & WEAC which paints a positive picture of what is possible in American Education. By featuring innovative schools from around the country, Beyond Measure offers insights into what we can do together, as a community invested in the education of all our children, to help our schools evolve. Ruth Conniff, Editor of the Progressive Magazine, will facilitate a conversation following the film. Come and be part of a conversation that brings people together in support of children. The film begins at 7:00 p.m., at the Barrymore Theater. There is no charge to attend, and tickets can be reserved via the Barrymore at www.barrymorelive.com.

Leaves of Absence – Last Call before Changes are Instituted

Pursuant to Section VI-B (Leaves of Absence) of MTI's “Teacher” Collective Bargaining Agreement (CBA), which will end on June 30, 2016, academic or childrearing leaves must be for a minimum of one semester. One extension is allowed for the semester following the semester of the initial leave. Requests for these types of leaves, whether a new leave or an extension of a current leave, must be made no later than December 1, 2015.

Beginning with the 2016-17 school year, there will be new leave provisions in place, as a result of MTI and the District working together on an Employee Handbook which, given Act 10, succeeds all CBAs. With the Handbook provisions, the right to an unpaid childrearing leave of absence becomes available to all employees, with an application deadline of at least 90 days in advance (with some exceptions). Beginning July 1, 2016, the maximum duration of a childrearing leave will be 12 months; there is no minimum duration of this type of leave. Also, an employee will be granted only one childrearing leave per child, and only for non-school age children. The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. Beginning July 1, 2016, the District will have sole discretion in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.
Parent-Teacher Conferences: Brochures in Several Languages

For parents of all elementary pupils, MTI will once again be distributing a brochure “Talking with Your Child’s Teacher.” This year, the brochures have been sent to MTI Faculty Representatives in schools where there are at least 20 students who speak a given language. Faculty Representatives can obtain from MTI brochures in any of the languages in which the family primarily speaks the language. The brochures will be distributed to elementary staff for distribution to all parents via backpack mail. Brochures for non-English speaking parents will be distributed via District Bilingual Resource Specialists. BRS are members of MTI’s teacher bargaining unit.

Parent-Teacher Conferences: Contract Language

The terms and conditions of the 2015-16 MTI/MMSD Collective Bargaining Agreement relative to Parent-Teacher Conferences provides the following:

“All teachers are required to attend up to two (2) evenings for parent teacher conferences per contract year as directed by the teacher’s building administrator. Teachers participating in evening parent-teacher conferences will be provided a compensatory day off as designated on the School Calendar in Section V-L. In recognition of 4K, non-SAGE 2nd grade, non-SAGE 3rd grade, 4th grade and 5th grade teachers having more parent-teacher conferences due to increased class size, such teachers shall be released from the early release SIP-aligned activities Monday during the months of November and March. At the elementary level conferences will be held in lieu of the report cards for the reporting periods in which they are held.”

As a result of a joint MTI/MMSD committee on Parent-Teacher Conferences, several changes were agreed upon. Teachers participating in evening parent-teacher conferences will be provided a compensatory day off, which day will be November 25, the day before Thanksgiving. In exchange, teachers must have conferences on two (2) evenings. For elementary teachers, fall and spring conferences will be held in lieu of report cards, and staff are not required to do additional record-keeping beyond normal data collection and logging parent attendance at conferences. Conferences are recommended to be 15 minutes.

MTI Bylaw Amendments

MTI’s Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council (this year November 18). Any proposals received are referred to the Union’s Constitution Committee for study and recommendation. The Committee’s recommendations will be presented at the Council’s February meeting, at which time the Council will act on the proposals. Proposed revisions to be considered will include those necessitated by legislated changes in the bargaining law.

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because....” Submissions must be postmarked on or before February 13, 2016. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

Calendar of Events

- Monday, November 2, Doyle
  BOE Instruction Work Group (5:00 p.m.)
- November 4-24 MTI RECERTIFICATION ELECTION
- Wednesday, November 4, 4:30 p.m., MTI
  SEE-MTI Board of Directors
- Monday, November 9, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, November 9, Doyle
  BOE Operations Work Group (5:00 p.m.)
- Tuesday, November 10, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Thursday, November 12, 4:15 p.m., MTI
  MTI Special Education Sub-Committee
- November 16-20 AMERICAN EDUCATION WEEK
  MTI Voters Political Action Committee
- Thursday/Friday, November 26/27 Thanksgiving

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Have You Voted to Recertify Your Union?

MTI’s recertification election began last Wednesday (November 4) and continues through Noon on Tuesday, November 24. A “YES” vote by 51% of all eligible voters, in each of MTI’s bargaining units, is required by Act 10 for MTI to continue as the certified Union for that bargaining unit. District employees employed as of October 1 are eligible to cast their ballot by phone or computer by following these directions:

•Call (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC. The voting system is in operation 24 hours a day, 7 days a week during the voting period.
  •When prompted, enter the first four letters of your last name
  •When prompted, enter the last four digits of your Social Security number.
  •When prompted, VOTE “YES” for MTI to continue as your Union representative.
  •When prompted, CONFIRM YOUR VOTE. Do not hang up or log-off, until you hear or see a message thanking you or acknowledging your vote.
•Anyone experiencing a problem with the automated voting system or who needs special assistance when voting, should call MTI (608) 257-0491 for assistance (Monday through Friday, 8:00 a.m. to 5:00 p.m.). Technical voting assistance is also available at 1-800-529-5218 (Monday through Friday, 10:00 a.m. to 6:00 p.m.).

After you vote “YES” to recertify MTI, it is important that you complete your recertification palm card, and return it to your MTI Faculty Representative or Member Organizer. This is MTI’s means of assuring that all members vote.

American Education Week
November 16-20

Though federal and state governments are obligated to provide free public education, both fail to fully fund their financial mandates. While every child in America deserves a quality public education, the failure of federal and state governments, and the state usurping the authority of local school boards to adequately fund their schools, has placed American education in a very difficult situation over the last several decades. America must provide students with quality public schools so that the next generation can grow, prosper, and achieve. American Education Week (www.nea.org/aew) presents all Americans with an opportunity to honor individuals who are making a difference in ensuring that every child receives a quality education for the nation’s 50 million students.

“Beyond Measure” Film December 2

The film, sponsored by MTI & WEAC, paints a positive picture of what is possible in American Education. Ruth Conniff, Editor of The Progressive magazine, will facilitate a discussion following the film. The film begins at 7:00 p.m., at the Barrymore Theater. There is no charge to attend.

PDP Reviewers Needed to Support Ongoing Licensure

Help support your colleagues by becoming a Professional Development Plan (PDP) reviewer. Currently, as a teacher in the District, PDP reviews are provided by the District at no cost. In order to continue this valuable service, teachers are needed to become certified PDP reviewers. Training for this critical job consists of a four-hour, online module and a four-hour, in person training. Professional Advancement Credit is awarded for participating in training. Credit can be used for vertical or horizontal movement on the salary schedule. See MTI’s Collective Bargaining Agreement Sections III-B, III-G & III-H.

The next face-to-face training will be conducted on Wednesday, November 18th from 4:00-7:30 p.m. Any teacher willing to participate in this program, can sign-up at the following link on MTI’s website: http://www.madisonteachers.org/licensing-and-evaluation/

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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.

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What the Right Couldn’t Take: MTI’s Ability to Collaborate

The present condition of politics in education is gloomy. School workers report high levels of stress, health problems, and thoughts of abandoning their career. Numerous teachers in Wisconsin already have, and it’s caused a teacher shortage nationwide. Many pinpoint the source - a lack of respect for the professional by far-right legislators and governors, and that has become the new normal. However, a ray of hope broke its way through the malaise, with the announcement this fall of what has been accomplished with the Madison Metropolitan School District Employee Handbook. It is evidence of what the Right couldn’t take. While Act 10 destroyed a 50 year history of collective bargaining for Wisconsin’s public employees, save police and firefighters, it couldn’t take away the voice or the spirit of MTI’s collaborative ability. There is still power in Union.

The Employee Handbook was a result of the Union and District management working together to map out a path for the future of our students, our schools, and workers. One of the most powerful aspects of this Handbook is that it continues a grievance procedure which provides for a mutually-selected independent hearing examiner. Also, within the Handbook is a process for its modification. Any modification will be the result of a joint employer/employee committee coming together to make a recommendation to the Board of Education. This follows a procedure similar to the process used to create the original Handbook. It honors collaboration and emphasizes the importance of workers’ voices in the workplace.

While the Madison Metropolitan School District (MMSD) employees’ contracts will expire in June of 2016, the benefits and security contained within will not. The 4,700 employees represented by MTI will retain:

- Weingarten Rights - the right to be represented by a Union when threatened with discipline;
- Current salary schedule, benefits and sick leave;
- Planning time that is essential to serving our students;
- Teacher Emeritus Retirement Program (TERP);
- Seniority during times of surplus and layoff; and
- Just cause and due process.

The Handbook sets forth common language for MTI’s five units, as well as for District employees represented by AFSCME and the Building Trades Council.

(Calendar of Events)

- November 4-24 MTI Recertification Election - Vote “YES”
- Monday, November 9, 4:30 p.m., MTI MTI Board of Directors
- Monday, November 9, Doyle BOE Operations Work Group (5:00 p.m.)
- Tuesday, November 10, 4:15 p.m., SCFL MTI Faculty Representative Council
- Tuesday, November 10, Fight for $15 Rally at McDonald’s - 12:00 noon (2402 S. Park Street) Rally at City-County Building - 5:00 p.m. (210 Martin Luther King, Jr. Blvd.)
- Thursday, November 12, 4:15 p.m., MTI MTI Special Education Sub-Committee
- November 16-20 AMERICAN EDUCATION WEEK
- Monday, November 16, 4:15 p.m., MTI MTI Voters Political Action Committee
- Thursday/Friday, November 26/27 Thanksgiving
Vote to Recertify and Confirm Your Vote to MTI

MTI’s recertification elections, which began on November 4, are off to a great start, but 100% voting is the goal. MTI Member Organizers across the District are encouraging everyone represented by MTI to vote, tracking who has voted, and reporting that information to MTI staff. When it is verified that one has voted, they are removed from the MTI contact list, as regards the recertification process. It is that important that all vote.

Today, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. Anyone wishing to assist with calls to their colleagues should contact MTI (mti@madisonteachers.org or 257-0491).

Why the big effort to turn out the vote? Two reasons: In the bizarre world of Act 10 recertification elections, a non-vote counts the same as a “no” vote. Unlike any other election, Act 10 requires a YES vote by 51% of all eligible voters to recertify a union. Second, the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession. Anyone who has not voted is encouraged to vote today. And, if you have voted, share that message with your work site MTI Member Organizer or MTI headquarters. Recertification is not an opinionnaire - it determines how MTI can represent members next year. Together we are stronger!

Important Upcoming Events - Mark Your Calendar

December 1 - MTI is coordinating with the Wisconsin Coalition for Retirement Security (WCRS) to acquaint MTI members with an action plan to protect the Wisconsin Retirement System and to build better retirement security for Wisconsin workers. Keep your money in our state's economy, and out of the hands of Wall Street bankers. The MTI-sponsored presentation will be held at the Labor Temple (1602 S. Park Street), commencing at 4:30 p.m. For more information about the WCRS see www.Wiretirement.org.

December 2 - “Beyond Measure” a film, sponsored by MTI & WEAC, paints a positive picture of what is possible in American Education. Ruth Conniff, Editor of The Progressive magazine, will facilitate a discussion following the film. The film begins at 7:00 p.m., at the Barrymore Theater. There is no charge to attend. Tickets are going fast, but can be reserved via: http://www.madisonteachers.org/beyondmeasure/

December 7 - Student Loan Debt presentation. In attempt to assist members with student loans, MTI is sponsoring a lecture by One Wisconsin Now Executive Director Scot Ross, who is one of the nation’s experts on the crisis created for those with student loans. More than 800,000 Wisconsinites have student loan debt, topping $19 billion. One Wisconsin Now and One Wisconsin Institute are national leaders on the crisis of student loan debt. This session will discuss polling and research on student loan debt, the ongoing student loan voter campaign and additional mobilizing inside and outside of Wisconsin to make this issue a central discussion in the public policy arena in 2016 and beyond. The presentation will be held on December 7, at 4:30 p.m., at WEA Member Benefits (660 John Nolen Drive, 2nd Floor).

December 9 - MTI/MMSD Employee Handbook Meeting. MTI members interested in learning more about the Employee Handbook - what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward - are invited to a Joint MTI-MMSD Handbook Q & A session. The session will be held at LaFollette High School (4:30-6:00 pm).
Important Information for Retired Teachers who Substitute

Teachers who retired from a Wisconsin School District on or after July 2, 2013, and began receiving payments from the Wisconsin Retirement System (Department of Employee Trust Funds), and subsequently returned to work for a school district or other WRS covered employer must work less than 2/3 of full time to enable them to continue to receive a retirement annuity from WRS. For school district personnel, this is 880 hours over the course of any 12-month period. If one exceeds this limit, he/she forgoes annuity payments (retirement income) and return to the system as a contributor to the WRS. One may not continue receiving a WRS retirement annuity until he/she retires from the new position. MTI recommends that all retirees who return to work for the District monitor their monthly work hours to ensure that one’s annuity is not disrupted because of this limit. Additional information regarding changes to the WRS system is available at: http://etf.wi.gov/news/ht-act20faqs.htm.

Sabbatical Leave

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 MMSD for at least two full years following the sabbatical leave, or repay the compensation received for the sabbatical leave. The Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted. Applications for the first semester or full school year for 2016-17 are due February 1, 2016.

Inclement Weather & Closing School

All five MTI Collective Bargaining Agreements with the District contain provisions that deal with the impact on members when schools are closed. Given winter’s sometimes severe weather, these Contract provisions are called to the attention of those who are represented by MTI.

The pivotal Contract is that governing members of MTI’s teacher bargaining unit. Section V-K provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check. Section V-K of MTI’s Teacher Contract also covers therapy assistants, interpreters, science materials specialists and special needs nurses.

Bilingual Resources Specialists: BRS are governed by Addendum F of MTI’s Teacher Contract. Under this Addendum, BRS who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to makeup the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The EA-MTI Contract provides that EAs are allowed the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The SEE-MTI Contract provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a “snow day”, or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor’s approval.

SSA-MTI: The SSA-MTI Contract provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Reminder - Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline Today, November 16

Calendar of Events

- November 4-24 MTI Recertification Election Vote “YES”
- November 16-19, 5:00-7:00 p.m., MTI MTI Recertification Phone Banking
- November 16-20 American Education Week
- Monday, November 16, 4:15 p.m., MTI MTI Voters Political Action Committee
- Wednesday, November 18, 4:15 p.m., MTI EA-MTI Building Representatives Phone Bank
- Thursday/Friday, November 26/27 Thanksgiving

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Last Chance to Vote to Recertify; Support Your Union

The election by all who are represented by MTI to recertify MTI as their Union ends at 12:00 Noon, tomorrow, November 24. As of November 13, the mid-point of the 20-day election period, the Wisconsin Employment Relations Commission (WERC) advised that over 50+% of MTI-represented employees had cast ballots. MTI Member Organizers, Faculty Representatives and EA-MTI Building Representatives are continuing their hard work encouraging those who have not yet voted to do so. The larger the turnout, the more powerful the message.

Be sure you do your part. Keep the Union strong. Vote today by calling 1-866-458-9862. Contact MTI for assistance. Don’t delay!

How Cold Is Too Cold?

With the impending return of winter to our fair city, temperatures will start plunging to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that “[T]he heating system shall be designed to maintain a temperature of not less than ... 67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.”

Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance. Whether the heating systems are insufficient, improperly installed or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment.

Members seeking the Union’s assistance should contact Eve Degen (degene@madisonteachers.org).

January Paycheck

MTI’s Teacher and Substitute Teacher Collective Bargaining Agreements provide that the January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 4, given that January 1 is a Federal Reserve Bank Holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2015, i.e. one would pay income tax on 13 months’ wages in 2015. Confirmation of the deposit for teachers will be distributed at each person’s work location on January 4, the day school resumes. For substitute teachers, verification will be on or about January 4.

Members of MTI’s Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units’ paychecks will be directly deposited on December 24. Confirmation of the deposit will be distributed at each person’s work location on January 4.

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Upcoming Events/Presentations

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December 7 - Student Loan Debt presentation. In attempt to assist members with student loans, MTI is sponsoring a lecture by One Wisconsin Now Executive Director Scot Ross, who is one of the nation’s experts on the crisis created for those with student loans. More than 800,000 Wisconsinites have student loan debt, topping $19 billion. One Wisconsin Now and One Wisconsin Institute are national leaders on the crisis of student loan debt. This session will discuss polling and research on student loan debt, the ongoing student loan voter campaign and additional mobilizing inside and outside of Wisconsin to make this issue is a central discussion in the public policy arena in 2016 and beyond. The presentation will be held on December 7, at 4:30 p.m., at WEA Member Benefits (660 John Nolen Drive, 2nd Floor).

December 9 - MTI/MMSD Employee Handbook Meeting. MTI members interested in learning more about the Employee Handbook - what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward - are invited to a Joint MTI-MMSD Handbook Q & A session. The session will be held at LaFollette High School (4:30-6:00 pm).

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because...” Submissions must be postmarked on or before February 13, 2016. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

Click and Shop Union: Affirm Your Values for the Holidays

Union-made goods and services are available for purchase online. The Union Label & Service Trades Department of the AFL-CIO web site features all Union-made gifts. Americans will spend $1 trillion by December 1. Imagine the impact if just a fraction of those dollars goes towards products made by our Union brothers and sisters. Current offerings include clothes, shoes, computers, greeting cards, housewares, sports equipment, toys and games. Millions of good family-supporting jobs have disappeared from the U.S. economy. You can save money and jobs by looking online for “Union-made Products” or “AFL-CIO Union Products.” Take a stand and make a difference! Support good jobs by buying Union-made goods and services when holiday shopping. Solidarity!

The Americans With Disabilities Act

The federal Americans with Disabilities Act (ADA) prohibits discrimination on the basis of one's disability. The law requires that reasonable accommodations be provided by one’s employer to enable a person with a disability to participate as fully as possible in their employment environment(s).

In 2008, Congress passed amendments to the ADA Act of 1990. The amended Act became effective on January 1, 2009. The improved Americans with Disabilities Act as Amended (ADAAA) clarifies who is covered under the law. The changes were made in response to federal appellate court decisions that continually narrowed ADA protections by imposing ever higher, more onerous standards on employees to meet the qualification standards under the original ADA.

The revised definition of “disability,” created with the 2008 amendments, more broadly encompasses disabilities that substantially limit a major life activity. Congress clarified the definition of a disability to state that, “An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability”; and, “An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.” The amended language also provides that mitigating measures, including assistive devices, auxiliary aids, accommodations, medical therapies and supplies, (other than eye glasses and contact lenses) have no bearing in determining whether a disability qualifies under the law.

The purpose of the 2008 amendments is to make it easier for an employee seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADAAA.

MTI staff have assisted many members with ADA issues. Anyone with questions regarding or seeking assistance with such issues, should contact MTI Assistant Director Eve Degen (degene@madisonteachers.org) at MTI Headquarters.

Calendar

- November 4-24 MTI Recertification Election Vote “YES”
- Thursday/Friday, November 26/27 Thanksgiving
- Monday, November 30, Doyle Auditorium BOE Regular Meeting (6:00 p.m.)
- Wednesday, December 2, 4:15 p.m., MTI MTI Constitution Committee
- Tuesday, December 8, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Monday, December 14, 4:30 p.m., MTI MTI Board of Directors
THANK YOU! MTI-Represented Employees Again Vote Overwhelmingly for Recertification

“In solidarity, we move forward together” came through loud and clear as MTI-represented District employees in all five (5) MTI bargaining units voted overwhelmingly to recertify MTI as their representative. Of those voting, the teacher unit voted 98.51% to recertify (as compared to 98.46% last year) with 2,484 voting. Of those voting, the educational assistant unit (EA-MTI) voted 99.97% to recertify (as compared to 98.92% last year) with 535 voting. Of those voting, the clerical/technical unit (SEE-MTI) voted 93.71% to recertify (as compared to 94.74% last year) with 175 voting. The substitute teacher unit (USO-MTI) voted 98.41% to recertify (as compared to 97.82% last year) with 378 voting. The security assistant unit (SSA-MTI) voted 100% to recertify (the same percentage as last year) with 18 voting. In all, 82.78% of those eligible voted (as compared to 85.35% last year). MTI has not been challenged for continued representation since it became the bargaining agent for teachers in 1964. Since its creation, MTI has grown from 900 to 4,700, and has gained the reputation as one of the most successful public sector Unions in the country. It is Governor Walker’s Act 10 that forced the recertification election. MTI had to pay fees of $3,550 to the Wisconsin Employment Relations Commission to conduct the election. Additional costs were experienced for educational and promotional materials related to the election which, under Act 10, must be conducted annually. MTI’s margin of victory last year and this were among the highest in the State.

The large turnout is a testament to MTI members’ appreciation and support of their Union’s accomplishments on the members’ behalf, to the hard work of the over 150 MTI Member Organizers who engaged their colleagues in conversations about their Union, and to the many members and retired members who made calls from Union headquarters reminding members to vote. MTI members clearly understand that students & staff are better served, if all “Stand Together.”

Thanks goes to all who made their voice heard loud and clear by voting!

Wellness Program Update and Employee Wellness Interest Survey

The Joint MTI/MMSD Committee on Wellness met on November 18 with representatives from GHC, Dean and Unity to review the aggregate results of District employees who participated last school year in Health Risk Assessments (HRAs). As agreed upon, only aggregate information has been shared with the Wellness Committee (i.e. no personally identifiable results will be shared). At the November 18 meeting, Interra provided only aggregate results, and discussed ways that the bio-screening process could be improved in the future. The Wellness Committee is now reviewing the aggregate information provided by the representatives, and how it can be used to better serve District employees. Those who participated will continue to have 100% of their HMO premiums paid by the District; those who did not will pay 3% of the premium effective January 1. The percentage will escalate annually.

The next step to guide the development of the MMSD Employee Wellness Program is based on the wellness programs that District employees expressed interest. To create wellness programs that align with employee interests, the Joint Wellness Committee asks District employees to take part in the anonymous Employee Wellness Interest Survey. The purpose of this survey is to collect feedback from to guide the development of wellness programming to meet employees’ wishes. The survey will be live Tuesday, December 1st. Please complete the survey by December 15th via the following link http://mmsd.org/employee-wellness.

The vision for the Employee Wellness Program is to empower employees to improve their personal well-being. The program’s mission is to provide education, support, and resources to assist employees on their journey of wellness in efforts to improve quality of life, create a work-life balance, and lower healthcare costs.

District Survey on Compensation

As part of their effort to assure their ability to continue to attract and retain the best possible employees, the Madison Metropolitan School District is surveying all employees as regards their opinion on “all aspects of compensation.”

The Survey is available online through December 11 at: https://www.surveymonkey.com/r/MW8QZ28. All responses are anonymous. Let your opinion be known.
Announcing the 2016 Guaranteed Interest Rate

WEA Member Benefits has announced that the 2016 guaranteed investment credited annual rate of return for both the WEA Member Benefits Tax Sheltered (Deferred) Annuity and WEAC IRA will be 3.80%*.


Member Benefits began offering the Prudential Guaranteed Investment to Wisconsin public school employees in 1978. Through a long-time partnership with Prudential Financial, Inc., they have been able to offer participants in their 403(b) tax deferred annuity and IRA program a guaranteed interest option. Prudential receives high marks for strength and stability. The Prudential Guaranteed Investment account is a savings vehicle with goals and strategies for long-term investing.

If interested in a TSA or IRA, one can complete an online enrollment form, or call 1-800-279-4030 to speak with a consultant.

*Disclosures at www.weabenefits.com/disclosures/.

Reminder - Upcoming Events/Presentations

December 1 - MTI is coordinating with the Wisconsin Coalition for Retirement Security (WCRS) to acquaint MTI members with an action plan to protect the Wisconsin Retirement System and to build better retirement security for Wisconsin workers. Keep your money in our state's economy, and out of the hands of Wall Street bankers. The presentation will be held at the Labor Temple (1602 S. Park Street), commencing at 4:30 p.m. For more information about the WCRS see www.Wiretirement.org.

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Support Striking Kohler Workers

The members of UAW Local 833 are on strike against the Kohler Company in Kohler, Wisconsin. Workers sacrificed when the economy was weak; now that finances have improved, the owners of Kohler Company are refusing to share the prosperity. Inadequate wage increases, the continuation of a two-tier wage system agreed-upon when the Company was having revenue problems, and the Company’s demand that workers pay more toward health insurance are among the outstanding issues.

The MTI Board has approved efforts to support the striking workers through donations or the collection of supplies. Here’s how you can help:

• Donations of non-perishable food, bottled water, and items like hand warmers are being collected in Room 228 at the Labor Temple, 1602 S. Park St., Madison.

• Donations can also be sent directly to the UAW 833 Kohler Strike Fund, Emil Mazey Hall, 5425 Superior Avenue, Sheboygan, WI 53083.

Show MTI Solidarity! As MTI members know, it is difficult and stressful to strike or engage in other job actions, especially during the holiday season, but these workers have decided that enough is enough! Let's help them show what a dedicated membership can do by supporting these UAW workers through this difficult time!

Calendar

- Monday, November 30, Doyle Auditorium
  BOE Regular Meeting (6:00 p.m.)
- Monday, December 7, Doyle Room 103
  BOE Operations Work Group (5:00 p.m.)
- Monday, December 14, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, December 14, Doyle Auditorium
  BOE Regular Meeting (6:00 p.m.)
- Tuesday, December 15, 4:15 p.m., MTI
  MTI Ad Hoc Committee on Course Alignment

Our Union Makes Us Strong!

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MTI’s Successful Recertification Speaks Volumes

The Act 10-mandated recertification results speak loudly about how highly MTI members value their Union. While totals are still being gathered and analyzed, preliminary results reveal 6 work sites where 100% of those assigned voted, 17 over 90%, and another 37 work sites where over 80% voted. It would be great if elections for public officials had such committed voters.

Tremendous Union support was illustrated not only by the high number of votes cast, but the almost NON-EXISTENT negative showing. Votes against recertification of MTI, among those voting, were only .015 in the teacher bargaining unit; .009 in the educational assistant (EA-MTI) unit; .063 in the clerical/technical (SEE-MTI) unit; and .016 in the substitute teacher (USO-MTI) unit. There were ZERO negative votes in the security assistant (SSA-MTI) bargaining unit.

The high turnout is not only a credit to MTI’s credibility among its members, but also of the hard work of MTI Faculty Representatives and Member Organizers in carrying the message to members of the importance of voting.

Teacher Retirement and TERP
Deadline February 15

In order for one to be eligible for the MTI-negotiated Teacher Emeritus Retirement Program (TERP), he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Sharon Hennessy, at 663-1795.

MTI was successful in discussions for the 2016-17 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that TERP runs through the 2016-17 school year and not feel pressured into retirement before they are ready.

MTI Assistant Director Doug Keillor is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

MTI Files Suit Against WERC

Given the unique and retaliatory provisions of Act 10 that:

- Any person eligible to vote in the recertification election who does not vote is counted as a NO vote;
- To prevail in the election, a union must receive affirmative votes from 51% of those eligible to vote; and
- For a Union to not receive at least 51% of the votes of those eligible to vote, it would not be recertified as the employees’ bargaining agent.

Thus, with so much at stake, assuring that all who are eligible to vote are aware of the importance of their vote is a high priority for the Union, and to all whom it represents. MTI had numerous volunteers, retirees and current members to assist with the important task of gaining the largest number voting as possible in the recently concluded recertification election. To be sure these individuals were not wasting their time calling and disturbing those who had already voted, MTI asked the Wisconsin Employment Relations Commission (WERC) for the names of those who voted. The information should have been supplied under Wisconsin’s Open Records Law. MTI specified it did not want information as to how a person voted, only that they had voted. However, the WERC refused to comply with MTI’s request, claiming that providing the information would violate “the secrecy of the ballot.” That is not a valid claim. Who votes in any Wisconsin election is a public record. In its request, MTI specifically asked the WERC to redact any reference as to how one voted. Ironically, at the conclusion of last year’s and this year’s election, the WERC gave MTI the names of all who voted. Doing it during the election as MTI requested would be no different.

Of those eligible to vote, 82.78% voted and 98.36% of those voted for recertification.
Sick Leave Bank

The Sick Leave Bank (see Section VII-G of MTI’s Teacher Collective Bargaining Agreement) is an innovative and progressive Contract provision and it is unique to teachers represented by MTI. Because of its value to those in need, unions across the country have tried to emulate it. A sign of Union solidarity, the Sick Leave Bank (SLB) has provided income to many teachers who otherwise would go without income.

The SLB was achieved in MTI's 1980 negotiations. Days to fund the SLB are assessed in February, when the number of days required in the Bank falls below six per member of MTI's teacher bargaining unit. BECAUSE THE BANK IS CURRENTLY ADEQUATELY FUNDED, NO ASSESSMENT WILL BE REQUIRED IN FEBRUARY, 2016. It was originally funded by each member of MTI's teacher collective bargaining unit donating three sick days to the "Bank". The Sick Leave Bank acts as a short-term disability policy for teachers forced to be off of work for medical reasons, and who have consumed their earned sick leave. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her Personal Sick Leave Account. SLB benefits are payable for a maximum of forty-four (44) days, or until the Contract-provided long term disability benefit begins, whichever occurs first. The SLB Contract provision enables pay at 100% of the individual's daily rate of pay for each work day from the SLB. Without the SLB, teachers without sufficient sick leave to cover an extended illness would be forced to go without pay until long term disability benefits begin when one is absent for 55 work days; i.e. until one qualifies for long-term disability coverage.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their Personal Sick Leave Account, when the balance of days in the SLB drops below the contractually-defined threshold of six (6) days per teacher. To help offset the need for assessment, MTI negotiated that 80% of the unused sick leave of the Retirement Insurance Account of one who resigns or dies is transferred to the SLB. This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. The SLB is yet another way that, through our collective efforts, MTI members are able to assist each other.

MTI/MMSD Employee Handbook Meeting December 9

MTI members interested in learning more about the Employee Handbook - what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward - are invited to a Joint MTI-MMSD Handbook Q & A session. The session will be held at LaFollette High School (4:30-6:00 pm).

Ballots Sent for SEE-MTI Board Elections

Ballots have been sent out for the SEE-MTI Board of Directors’ positions which expire on December 31, 2015. Nominated are the following: incumbent Travis Grover for President; incumbent Larry Palm for Vice-President; incumbent Jane Ninmann for Secretary; Elizabeth Contrucci for High School Representative; and incumbent Ann Wersal and Kris Schiltz for Central Administration Representatives. All positions are uncontested. Ballots must be returned to MTI by December 15, 2015, with the newly elected leaders being seated at the February 3 SEE-MTI Board Meeting.

Nominations are also being solicited for a Middle School Representative on SEE-MTI Board. If you are a SEE-MTI member assigned to a middle school and interested in representing your co-workers on your Union’s Board of Directors, nominations are due by the February 3 SEE-MTI Board meeting. Much important work needs to be done this next year. You continue to have a voice, make it heard.

Show SOLIDARITY with your MTI Sisters & Brothers. Wear MTI RED on Mondays and MTI lanyards & buttons everyday!

Calendar

- Monday, December 7, WEA Member Benefits
  Student Loan Debt Presentation (4:30 p.m.)
- Monday, December 7, Doyle Room 103
  BOE Operations Work Group (5:00 p.m.)
- Monday, December 14, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, December 14, Doyle Auditorium
  BOE Regular Meeting (6:00 p.m.)
- Tuesday, December 15, 4:15 p.m., MTI
  MTI Ad Hoc Committee on Course Alignment
- December 21-January 1 Winter Break

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MTI’s Teacher and Substitute Teacher (USO-MTI) Collective Bargaining Agreements provide that the January 1 paychecks will be deposited on the first banking day in January. This year that will be January 4, given that January 1 is a Federal Reserve Bank Holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2015, i.e one would pay income tax on 13 months’ wages in 2015. Confirmation of the deposit for teachers will be distributed at each person’s work location on January 4, the day school resumes after winter break. For substitute teachers, verification of the deposit will be on or about January 4.

Members of MTI’s Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units’ paychecks will be deposited on December 24. Confirmation of the deposit will also be distributed at each person’s work location on January 4.

Reminder - Employee Wellness Interest Survey Input due December 15

The next step to guide the development of the MMSD Employee Wellness Program will be employee responses to the anonymous Employee Wellness Interest Survey. The survey began on December 1st. To enable the Joint MTI/MMSD Wellness Committee create programs that align with employee interests, the Committee asks District employees to take part in the survey. The sole purpose of the survey is to guide the development of wellness programming to meet employees’ wishes. Please complete the survey by December 15th via the following link http://mmsd.org/employee-wellness.

The vision for the Employee Wellness Program is to empower employees to improve their personal well-being. The program’s mission is to provide education, support, and resources to assist employees on their journey of wellness in efforts to improve quality of life, create a work-life balance, and lower healthcare costs.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire school year are due in the MTI Office by 5:00 p.m., February 1.

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.

(Note: If a deadline occurs on a weekend, it is extended to the following Monday.)

Give Hope through Santas Without Chimneys

MTI Cares encourages MTI members to participate in Santas Without Chimneys, a project for Madison’s homeless children. The effort is organized by the Autonomous Solidarity Organization (ASO) which was developed by participants in the 2011 Wisconsin Uprising and continues to support the Madison Community.

Every night, over 1,000 children in the greater Madison area go to sleep without permanent shelter. These children worry that Santa might not visit, because he has no chimney to slide down. Santas Without Chimneys is an annual event designed to raise awareness of the impact of poverty in our communities, and deliver personalized gifts DIRECTLY to children in need.

If you’re interested in donating or volunteering, visit the website: http://www.santaswithoutchimneys.org or Facebook Page https://www.facebook.com/SantasWithoutChimneys and volunteer to provide gifts or to help with organizing and delivering donations. One can register for specific gifts based on “wish lists” or you can make a cash donation. All donations will go to this project.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Reminder - Ballots for SEE-MTI Board Election Due December 15

Ballots for the SEE-MTI Board of Directors positions which expire on December 31, 2015 are due at MTI Headquarters tomorrow, December 15. Nominated are the following: incumbent Travis Grover for President; incumbent Larry Palm for Vice-President; incumbent Jane Ninmann for Secretary; Elizabeth Contrueci for High School Representative; and incumbent Ann Wersal and Past President Kris Schlitz for Central Administration Representatives. Those elected will be seated at the February 3 SEE-MTI Board Meeting.

Nominations are being solicited for a Middle School Representative on SEE-MTI Board. Interested SEE-MTI members who are assigned to a middle school and interested in representing your co-workers on your Union’s Board of Directors are asked to email/call MTI Headquarters. Much important work will be undertaken next year on behalf of MTI and its clerical/technical bargaining unit. You continue to have a voice, make it heard!

DPI Licensing Updates - Check your License Expiration

DPI now accepts license applications only online. It is important to review the expiration date of your license and prepare for renewal. Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. Licenses typically expire June 30. The DPI Licensing website provides a tool which allows one to review their current license(s) and its expiration date(s). Additional information regarding the license renewal process can be found at: http://tepdl.dpi.wi.gov/licensing/elo.

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because...” Submissions must be postmarked on or before February 13, 2016. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

Winter Break/MTI Office Closed

This will be the last MTI Solidarity for 2015. MTI wishes everyone a safe, enjoyable and relaxing winter break. When you wonder “who cares,” rest assured that your union cares. The MTI Office will be closed on December 24, 25, 31 and January 1.

Shopping with a Conscience

While shopping for the holidays - and the rest of the year - my hard-earned money won’t go to a company that abuses its employees, said an MTI stalwart. He was speaking of not shopping at Menards, because of their anti-union animus. Menards’ policy is, “The Manager’s income shall be automatically reduced by sixty percent (60%) of what it would have been if a union of any type is recognized...” Menards also holds “union fighting seminars” for their managers. (Information from The Capital Times.)

Show Solidarity with your MTI Sisters & Brothers.
Wear MTI red on Mondays and MTI lanyards & buttons everyday!

MTI wear makes a great holiday gift.

December Calendar

- Monday, December 14, 4:30 p.m., MTI MTI Board of Directors
- Monday, December 14, Doyle Auditorium BOE Regular Meeting (6:00 p.m.)
- Tuesday, December 15, 4:15 p.m., MTI MTI Ad Hoc Committee on Course Alignment

December 21-January 1 Winter Break

January Calendar

- Monday, January 4, Doyle Room 103 BOE Instruction Work Group (5:15 p.m.)
- Monday, January 11, 4:30 p.m., MTI MTI Board of Directors
- Monday, January 11, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, January 12, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Monday, January 18, Martin Luther King Jr. Day
- Tuesday, January 19, 4:15 p.m., SCFL MTI Faculty Representative Council
MTI Executive Director Matthews to Retire

At the December 14 meeting of the MTI Board of Directors just prior to winter break, Executive Director John Matthews announced his intention to retire effective January 31. Matthews has served as MTI Executive Director since 1968, a time when MTI was a teacher-only union with 900 members. It has been built into what many call the strongest union in Wisconsin, with five bargaining units and 4,700 members. A fact which speaks to MTI’s reputation with its members and its strength is that those voting in MTI’s recent recertification vote, 98.21% voted to continue MTI representation.

During Matthews’ tenure, MTI has won numerous precedential victories to advance employee rights, among them the right for a pregnant employee to continue working (Board policy at the time required a teacher to resign when the “pregnancy began to ‘show’”), and the right for an employee to not be obligated to work if one’s religion specified that they not.

In 2011, the world-renown Institute for Policy Studies honored MTI with its annual Domestic Award for “leading the fight against Act 10 – the movement that inspired hundreds of thousands onto the streets of Wisconsin to fight for worker rights and social protections ... a movement that proved to be a spark for new movements in many states...”

Long-time labor-neutral arbitrator Howard Bellman said in a Wisconsin State Journal interview about Matthews, “His longevity is vivid evidence of the way he’s perceived by the people he serves. His ability to interact with members, to serve them, to be appreciated by them - I just don’t think there’s anyone else in the country like that.”

Also interviewed by the State Journal were MTI Past-Presidents Mike Lipp, Steve Pike, and Barb Keresty.

Lipp said, “John’s sense of social justice is beyond what I’ve ever seen. Just the fact he served in that position for 48 years says so much about how committed he is to his job and how much he cares for teachers and the union.”

Pike commented that “John has never shied away from anything and always fought the tough battles and stood up for workers.”

And Keresty said, “He’s impeccable with his word. I don’t think I’ve ever met someone with more integrity.”

School Board President James Howard said, “John is going to be missed and he’s been a great leader. I’ve always had a good relationship with him and in terms of what a union stands for, John has done an exceptional job and fought hard for teachers to be treated fairly. He has such a strong legacy here in Madison.”

The State Journal also interviewed former Superintendent Art Rainwater relative to Matthews’ pending retirement. Rainwater told the Journal that while the two had disagreements, “…we also did a lot of good things together to strengthen the district. You never doubted when you worked with him that his primary interest was in protecting his employees. That was his job, that was his role, and he was really good at it.”

On his pending retirement, Matthews said, “I never thought this day would arrive, but I provide this notice knowing we have accomplished so much for MTI members, that while I leave with a heavy heart it is one filled with great satisfaction.” He added that he would remain available to MTI whenever his advice or assistance is needed; that he will continue to help individuals however he can; and that he will continue to be active in social justice.

Martin Luther King, Jr.
Holiday January 18

As a result of MTI’s successful negotiations several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader Martin Luther King, Jr. Given the terms of MTI’s various Contracts with the District, members of MTI’s teacher, educational assistant, clerical/technical and school security assistant bargaining units will be paid for the day. MTI encourages members’ observance of this important holiday which signifies the importance of Dr. King’s legacy.

“The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life.”

Dr. Martin Luther King, Jr.

Special Education Plan for Student Services - Meeting January 20

In a joint effort, Peg Coyne (MTI Assistant Director) and John Harper (MMSD, Executive Director of Student Services) will host a Q & A session on Wednesday, January 20, 2016. The meeting will take place from 4:15- 5:15 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). This is an opportunity to share current information and discuss the recently proposed Special Education Plan for Student Services. All interested staff are invited.

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI1@madisonteachers.org
Professional Development Day
February 5

The days formerly designated in the MTI/MMSD Teacher Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days. The District’s plans for professional development on these days vary depending upon which MTI bargaining unit one is in and whether one works at the elementary or secondary level.

There is no school for District students on Professional Development Days. All teachers are required to attend PD during the morning on these days, unless approved by District management to attend license-related conferences. Such requests are to be sent to District Director of PD, Marggie Banker. Elementary teachers will then have the remainder of each of those days for individual planning time. High school and middle school teachers participate in whatever PD activities are planned for their respective schools during the afternoon. Secondary teachers who want to attend conferences in their area of licensure may gain approval to do so by submitting a request to their principal.

Educational Assistants are required to attend PD only if the District provides notice at least three (3) weeks prior to the date of the PD. If the PD is not mandatory, the EA-MTI Contract provides that an Educational Assistant may: 1) with the approval of his/her principal, work; 2) with the approval of his/her principal, attend staff training; or 3) take the day off without pay. (Note: the District has advised that the professional development on February 5 will be mandatory for EAs.)

School Security Assistants are required to attend PD days only if the Security Coordinator provides notice at least five (5) weeks prior to the PD day. If the PD is not mandatory, each SSA must notify the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending. (Note: the District has advised that the professional development on February 5 will be voluntary for SSAs.)

Cold Weather Update

With colder temps coming our way this winter, MTI reminds all members that the District has made some changes to its winter weather guidelines. Previously, the Superintendent made the decision to close schools when the wind chill warning was -35 degrees or colder; now she will consider making that determination using the wind chill advisory (-25 to -34 degrees). Members can access the District’s weather page at www.mmsd.org/weather.

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to call or email MTI (degene@madisonteachers.org) regarding any ongoing heating or other building issues. Your union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service’s wind chill chart can be found at: www.nws.noaa.gov/om/windchill/images/windchillchart3.pdf.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the District’s office of Human Resources by 5:00 p.m., February 1.

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire school year are due in the MTI office by 5:00 p.m., February 1.

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the District’s office of Human Resources by 5:00 p.m., February 15.

SEE-MTI Election Results

Election results for MTI’s Supportive Educational Employees bargaining unit (SEE-MTI) have been tabulated. Elected to the SEE-MTI Board of Directors are incumbent Travis Grover for President; incumbent Larry Palm for Vice-President; incumbent Jane Ninmann for Secretary; Elizabeth Contrucci for High School Representative; and incumbent Ann Wersal and Past President Kris Schiltz for Central Administration Representatives. All will be seated at the February 3 SEE-MTI Board Meeting.

Nominations are being solicited for a Middle School Representative on SEE-MTI Board. Interested SEE-MTI members who are assigned to a middle school and interested in representing your co-workers on your Union’s Board of Directors are asked to email/call MTI Headquarters.

January Calendar

- Monday, January 4, Doyle Room 103
  BOE Instruction Work Group (5:15 p.m.)
- Monday, January 11, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, January 11, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, January 12, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Monday, January 18, Martin Luther King Jr. Day
- Tuesday, January 19, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, January 20, 4:15 p.m., MTI
  USO-MTI Board of Directors
- Wednesday, January 20, 4:15 p.m., WEA
  Q&A with Peg Coyne/John Harper
**Judge Dismisses WILL’s Challenge of MTI’s Contracts**

Once again, MTI has prevailed in Dane County Circuit Court, in its defense of the Union’s five (5) Collective Bargaining Agreements with the Madison Metropolitan School District. On December 29, Judge Peter Anderson dismissed the claim made by the Wisconsin Institute for Law & Liberty (WILL), which is the legal arm of the Bradley Foundation. WILL had recruited Norman Sannes, a Madison taxpayer, alleging his taxes suffered as a result of the MTI/MMSD Contracts for 2014-15 and 2015-16. WILL, using Sannes, claimed the Contracts could not be valid because of Act 10.

**Judge Anderson** ruled that the claim regarding the 2014-15 Contracts was moot because they had expired. As to the current Contracts, he determined that they **did not violate Act 10**, because the School District could have unilaterally adopted any of the terms of MTI’s Contracts on its own, with the exception of dues deduction and fair share contributions. As to the latter, **Judge Anderson ruled that Sannes lacked standing to bring the lawsuit because he was not injured by the Contract provision**.

**Judge Niess** had earlier dismissed a similar lawsuit by WILL on behalf of David Blaska opining that he did not have legal standing for the complaint.

**2016-17 Winter Break and Spring Break Schedule**

During the joint MTI/MMSD discussions which produced the MMSD Employee Handbook, it was agreed that winter break would continue to be ten (10) days duration, spring break would continue to be six (6) days duration, and the dates for each would be determined annually. **Continuing that collaborative process**, MTI and District representatives met in December to review the 2016-17 calendar and to discuss the dates for winter break. Because December 24, 25, 31 and January 1 all fall on weekends next school year, it was agreed that:

- **Winter break** will commence on **Wednesday, December 21, 2016**, and continue through Tuesday, January 3, with school resuming on **Wednesday, January 4, 2017**.

- **Spring break** will commence **Monday, April 10, 2017**, and continue through **Monday, April 17, with school resuming on Tuesday, April 18, 2017**.

While the 2016-17 break calendar is resolved, MTI recommended that the District agree to a joint committee to discuss and resolve other calendar issues such as the scheduling of parent-teacher conferences, compensatory days, and the quarterly “staff only days” (formerly known as professional development days).

**SEE-MTI, EA-MTI & SSA-MTI 2016-17 Holidays**

District clerical/technical employees, educational assistants & security assistants represented by MTI receive paid holidays on December 24, 25, 31 and January 1. Because these days all occur on weekends next school year, MTI and District representatives have agreed that paid holidays for 2016-17 for the SEE-MTI unit will be: Friday, December 23, 2016; Monday, December 26, 2016; Friday, December 30, 2016; and Monday, January 2, 2017.

**Important February Deadlines**

**Salary Advancement Credit** for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the District’s office of Human Resources by 5:00 p.m., February 1.

**Sabbatical Leave applications** for either the first semester of the 2016-17 school year or for the entire school year are due in the MTI office by 5:00 p.m., February 1.

**Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications** are due in the District’s office of Human Resources by 5:00 p.m., February 15.

**Special Education Plan for Student Services - Meeting January 20**

In a joint effort to clarify various special education issues, Peg Coyne (MTI Assistant Director) and John Harper (MMSD Executive Director of Student Services) will host a **Q & A session on Wednesday, January 20, 2016**. The meeting will take place from 4:15-5:15 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). This is an opportunity to share current information and discuss the recently proposed Special Education Plan for Student Services. All interested District staff are invited.
Retiree Health Insurance

In MTI’s 2009-11 Contract negotiations, a significant gain was made for retirees, including future retirees. It was agreed that one’s MTI-negotiated Retirement Insurance Account can be used to pay the premiums for group health insurance plans other than the group health insurance plans which are part of the MTI/MMSD Collective Bargaining Agreement. This means that one can use their RIA to pay for coverage they have under their spouse’s/partner’s employer or other group or Medicare supplement plans.

Note: HMOs only provide emergency coverage outside their service area. See Contract Section VII-G-6-f for details.

Educational Assistants: Demand Your Lunch Time!

The EA-MTI Collective Bargaining Agreement, Section VI-J, provides “Educational assistants working four (4) or more hours per day shall be provided one-half (½) hour unpaid duty-free lunch.” There is no equivocation. Those employees working four or more hours shall be provided a duty-free lunch break. Even if one is on a morning-long field trip, one still has the right to take a duty-free lunch.

Unfortunately, some members of MTI’s EA unit have a schedule which “encourages” them to work through the lunch period. Agreeing to work such a schedule undercuts this hard-earned right. Those with a schedule created that requires them to work through their lunch time should bring this to the attention of their supervisor, and ask that it be modified to assure time without student supervision when the employee’s lunch time is scheduled. For assistance, contact MTI Assistant Director Eve Degen (degene@madisonteachers.org).

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because....” Submissions must be postmarked on or before February 13, 2016. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

MTI Wear on Sale

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($30). Show SOLIDARITY with your MTI Sisters & Brothers. Wear MTI RED on Mondays and MTI lanyards every day!

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

January Calendar

- Monday, January 11, 4:30 p.m., MTI MTI Board of Directors
- Monday, January 11, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, January 12, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Monday, January 18, Martin Luther King Jr. Day
- Tuesday, January 19, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, January 20, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, January 20, 4:15 p.m., WEA Q&A with Peg Coyne/John Harper
- Tuesday, January 26, 4:15 p.m., MTI MTI Constitution Committee

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Joint Wellness Committee Update

Background. Last school year, MTI and the District agreed to create a Joint Wellness Committee comprised of Union and management representatives. The Committee was charged with developing a Wellness Program for MMSD employees. MTI has five (5) participants on the Committee. The first order of business was to establish a baseline of employee health via biometric screenings and the completion of Health Risk Assessments (HRAs). These were completed during the spring of 2015 with a participation rate of 86%. The incentive to participate to get to know one’s health risk factors was to save the 3% premium contribution that would be charged to those who opted not to complete the bio-screens and HRA commencing with the January 2016 premium. Last fall, the Wellness Committee met with representatives from GHC, Dean, Unity and Interra (the organization that conducted the assessments) to discuss the aggregate results of the bio-screens and HRAs, and what those results suggested for the focus of a Wellness Program (the insurers paid the full costs of the bio-screens).

Bio-screen Results. The bio-screen was a series of biometric tests conducted by Interra that provide a snapshot of an employee’s overall health (e.g. blood pressure, cholesterol, body mass index, etc.). Each employee received a bio-screen score based on their results which placed the employee in one of three categories: low risk, moderate risk, or high risk. Overall, District employees had lower overall risk scores than other businesses measured by Interra, with 70% of MMSD employees in the low risk category (compared to 57% for others), 24% in the moderate risk category (compared to 30% for others) and only 6% in the high risk category (compared to 13% for others). The results also showed opportunities for biometric improvement, including the areas of percent body fat, body mass index, cholesterol/HDL ratio, and total cholesterol. These results suggest that Wellness Programs involving exercise and nutrition could be beneficial.

HRA Results. The Health Risk Assessments (HRA) varied by the insurer, with each asking a number of questions to gauge health risks and identify areas of concerns. Overall, the HRA data showed that the areas of greatest concern for District employees are stress, nutrition, exercise, and sleep. The stress risk factor was greater for District employees than the total population as a whole, with 57% of GHC HRA responders indicating that they had experienced job stress in the past year, compared to 38% of the larger population. For Dean HRA responders, 68% indicated that they had job overload. These results suggest a number of things: first, Wellness Programs that involve stress reduction, nutrition, and exercise could be beneficial. Second, reduced job stress and reduced job overload could also be beneficial. MTI will be addressing this issue with District Human Resources staff.

Employee Interest Survey Results. In December, the Wellness Committee conducted a survey to gauge employee interest in Wellness Programs. Response was excellent with over 1,600 employees completing the survey. Those who completed the survey showed a strong interest in wellness, with 92% reporting that they had considered making a positive lifestyle change in the previous year, and 57% reporting that they are likely or extremely likely to participate in wellness initiatives. Topics of greatest interest included mindfulness, exercise, stress management, nutrition, financial wellness and weight management. Activities respondents reported they are most likely to participate in included yoga, mindfulness, walking, resistance training, hiking, and weight loss. The greatest barriers to wellness, not surprisingly, were identified as time, workload, and motivation.

Next Steps. The results of the bio-screening and HRAs identified areas of risk and opportunities for improvement. The results of the employee interest survey showed an interest and willingness to participate in wellness programming related to those areas of risk. Therefore, the next steps for the Wellness Committee are to: 1) identify what wellness activities already exist across the District; and 2) what wellness activities should be offered. For additional information and graphic summaries of the information above, go to the MMSD wellness site at http://mmsd.org/employee-wellness.

MTI Endorsements for Spring Election

This spring’s election is very important to education and to public employees. Last week, MTI’s Political Action Committee, MTI-VOTERS, interviewed candidates for Board of Education, Supreme Court and Circuit Court relative to this spring’s election. The primary election will be held February 16 and the general election April 5.

MTI has notified (by e-mail) MTI members who contribute to MTI’s political action advising them of their right to vote on the Committee’s recommendations. Voting will be via electronic ballot. A link to the survey is also available on the MTI website under “Important Information - Spring 2016 Endorsement Ballot.” Those for whom MTI has a personal email address do not need a password. However, a password is required to access the ballot on the website. Contact MTI (257-0491 or mtii@madisonteachers.org), or contact an MTI Faculty Representative, EA-MTI Building Representative, or member of the MTI, SEE-MTI, EA-MTI or SSA-MTI Board of Directors for the password.

Voting closes Friday, January 22, at 5:00 p.m.

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Professional Development Day
February 5

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. February 5 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 February 5 PD should contact Anna Park in the District’s student services office.

SSA-MTI: February 5 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.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the District’s office of Human Resources by 5:00 p.m., February 1.

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire school year are due in the MTI office by 5:00 p.m., February 1.

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the District’s office of Human Resources by 5:00 p.m., February 15.

SEE-MTI, EA-MTI & SSA-MTI 2016-17 Holidays - Clarification

District clerical/technical employees, educational assistants & security assistants represented by MTI receive paid holidays on December 24, 25, 31 and January 1. Because these days all occur on weekends next school year, MTI and District representatives have agreed that paid holidays for 2016-17 for the employees noted above will be: Friday, December 23, 2016; Monday, December 26, 2016; Friday, December 30, 2016; and Monday, January 2, 2017.

Special Education Plan for Student Services - Meeting Wednesday

In a joint effort to clarify various special education issues, Peg Coyne (MTI Assistant Director) and John Harper (MMSD Executive Director of Student Services) will host a Q & A session on January 20, 2016. The meeting will take place from 4:15- 5:15 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). This is an opportunity to share current information and discuss the recently proposed Special Education Plan for Student Services. All interested District staff are invited.

MTI 50th/Strike 40th/2011 Protest 5th Anniversary Celebrations

A group of current and retired MTI leaders met on January 7 to discuss how MTI should celebrate its 50th anniversary, the 40th strike anniversary, and the 5th anniversary of the 2011 Act 10 protests. The group will continue to discuss how and when we should celebrate these memorable occasions. Details will be announced in future MTI Solidarity! newsletters.

January Calendar

- Tuesday, January 19, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, January 20, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, January 20, 4:15 p.m., WEA Q&A with Peg Coyne/John Harper
- Monday, January 25, 6:00 p.m., Doyle BOE Regular Meeting
- Tuesday, January 26, 4:15 p.m., MTI MTI Constitution Committee
- Monday, February 8, 4:30 p.m., MTI MTI Board of Directors
Republican Legislators Move to Takeover Chicago Schools

Like Wisconsin schools, the schools in Illinois suffer from a lack of State funding. The Chicago Public Schools’ budget is $480 million short, causing Republican legislative leaders to propose that the State take control of the Chicago Public Schools. The reorganization would enable them to cancel Contracts between the Chicago Teachers Union and the City. Such an action will certainly cause a major reaction from MTI’s CTU sisters & brothers.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the District’s office of Human Resources by 5:00 p.m., February 1.

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due in the MTI office by 5:00 p.m., February 1.

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the District’s office of Human Resources by 5:00 p.m., February 15.

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because...”. Submissions must be postmarked on or before February 13, 2016. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at www.wisconsinlaborhistory.org.

MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for Laurie Solchenberger (Lincoln) and Susan Stern (Shorewood). Both are seeking re-election. Terms are for two years. Other nominations can be called into MTI (608-257-0491), emailed to MTI Executive Director John Matthews (matthewsj@madisonteachers.org), or made at the February 16 meeting of the MTI Faculty Representative Council. The election will be held at the March 15 meeting of the Council.

Spring Election Mandates Attention

This Spring’s election is quickly approaching. The big election this year is, once again, for a seat on the Wisconsin Supreme Court. JoAnne Kloppenburg, the Union’s endorsed candidate in 2011, won the election on election night, only to experience a reversal when the Waukesha County Clerk “found” 11,000 ballots which reportedly had not been counted. That reversal has enabled the justices supported by big campaign donations to continue controlling the Court’s decisions.

Kloppenburg, since elected to Wisconsin’s 4th Circuit Court of Appeals, is once again seeking election to the Wisconsin Supreme Court. Be active in support of MTI members’ endorsed candidates and mark your calendar now to be sure to vote.

MTI Bowl-A-Thon April 24, 2015

Save the Date!

MTI Cares is planning its 3rd Annual MTI Bowl-A-Thon to benefit Briarpatch Youth Services’ Teen Homeless Shelter, which formally opened last year, thanks in part to the donations provided by the funds raised in previous MTI Cares’ bowl-a-thons.

This year’s event will take place on Sunday, April 24, from Noon-3:00 p.m., at Dream Lanes in Madison. Last year, with the help of 150 bowlers, many MTI member donations, silent auction donors and sponsors from private businesses and other labor unions, MTI Cares raised nearly $11,000! The event itself is a lot of fun and gives members a chance to socialize with friends and colleagues across the district.

If you know of a business or service organization that would be willing to sponsor this event, please contact Jeff Knight at MTI or see the MTI Website at the “MTI Cares” page. There will be a “silent auction” again this year. If you can donate hand-made craft items or anything of value to auction for the Briarpatch Shelter, please see the MTI Cares Web Page.

If you’re interested in helping out or in joining MTI Cares, contact Jeff Knight (knightj@madisonteachers.org) (608) 257-0491).
Dues and Taxes

When calculating one's income tax, a Union member may use Union dues as a deduction, subject to the 2% IRS code reduction. If one itemizes deductions, dues, with the exception of that which is used to support the Union’s political action program, are deductible. The amount of each bargaining unit’s political action contribution, which can be found below, should be subtracted from the annual amount of dues. Those in the MTI, EA-MTI, SEE-MTI and SSA-MTI bargaining units who elect not to become members are required to make fair share contributions because of MTI's obligation to represent them in employment matters and because they receive all of the rights and benefits of the Collective Bargaining Agreement. Such individuals do not pay into MTI's political action committee. Premiums paid for health/dental insurance and Union dues for 2014 are listed on each employee's last payroll check stub in 2015.

**MTI** - Teachers who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2015 (January through December) paid dues/fair share in the amount of $1,042.10. Of that amount, $260 was for WEAC, $183.60 for NEA, $570.00 for MTI, and $28.50 for MTI VOTERS (MTI's political action committee). Because of wide variances, teachers employed under part-time contracts should check their last payroll check stub in 2015 for the correct amount to use in calculating their taxes.

**Addenda B & H** - Employees who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2015 (January through December) paid dues/fair share in the amount of $829.67. Of that amount, $127.79 was for WEAC, $103.40 for NEA, $570.00 for MTI, and $28.48 for MTI VOTERS (MTI's political action committee). Because of wide variances, employees under part-time contracts should check their last payroll check stub in 2015 for the correct amount to use in calculating their taxes.

**EA-MTI** - Members of MTI's educational assistant collective bargaining unit (EA-MTI) who worked full-time paid dues/fair share in the amount of $168.96, of which $8.00 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $84.48, of which $4.00 was for MTI VOTERS.

**SEE-MTI** - Members of MTI's clerical/technical bargaining unit (SEE-MTI) who worked full-time paid dues/fair share in the amount of $296.00, of which $14.00 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $148.00, of which $7.00 was for MTI VOTERS.

**SSA-MTI** - Members of MTI’s school security assistants bargaining unit (SSA-MTI) who worked full-time paid dues/fair share in the amount of $291.92, of which $13.92 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of $146.00, of which $6.96 was for MTI VOTERS.

**USO-MTI** - Members of MTI's substitute bargaining unit (USO-MTI) paid dues/fair share in the amount of $161.00, although substitutes pay dues only in the months in which they work. Substitute teachers who wish to know what they paid in dues/fair share should check their last payroll check stub in 2015.

**MTI 50th/Strike 40th/2011 Act 10 Protests 5th Anniversary Celebrations**

Details will be announced in future **MTI Solidarity** newsletters.

**MTI Wear on Sale**

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($30). Show SOLIDARITY with your MTI Sisters & Brothers. Wear **MTI RED** on MONDAYS and MTI lanyards everyday!

**January Calendar**

- Monday, January 25, 6:00 p.m., Doyle BOE Regular Meeting
- Tuesday, January 26, 4:15 p.m., MTI MTI Constitution Committee
- Wednesday, February 3, 4:30 p.m., MTI SEE-MTI Board of Directors
- Friday, February 5, Professional Development Day
- Monday, February 8, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, February 9, 4:15 p.m., MTI MTI VOTERS Political Action Committee
What Does Your MTI Contract Do for You?  

*JUST CAUSE* does not mean “just because.” It establishes standards and procedures that must be met before an employee can be disciplined or discharged. Fortunately for members of MTI’s bargaining units, they have protection under the *JUST CAUSE STANDARDS*. These protections were negotiated by MTI to protect union members.

There are seven just cause tests, and an employer must meet all seven in order to sustain the discipline or discharge of an employee. They are: notice; reasonableness of the rule; a thorough and fair investigation; proof; equal treatment; and whether the penalty reasonably meets the alleged offense by the employee.

MTI’s various Contracts enable a review and binding decision by a neutral arbitrator as to whether such an action by a District administrator/principal is justified. The burden of proof is on the District in such cases.

The provisions of just cause are steps every employer should be obligated to follow. Unfortunately, all administrators do not have a conscience that leads them to follow these principles. However, an MMSD administrator must follow them, because of the rights MTI members have under MTI’s Collective Bargaining Agreements.

Matthews Reflects on Service to MTI

Thanks for the opportunity. Many have asked why in the world one would stay in a job for 48 years. My answer is quite simple. My work for MTI was a labor of love, it was working with MTI members - virtually 24/7. It was working for a great group of people in search of social justice. MTI members standing in solidarity and moving forward - willing to take risks when necessary in the mutual interest of all. My days were filled working with individuals who were in search of solutions to work, family, and personal issues - and my effort helped produce solutions and advance rights. Those solutions made careers more enjoyable, more productive, and made member’s personal life, family life and work life better.

MTI has grown into a fantastic union. It is a member-driven union that is among the best in the United States. Whether negotiating to provide better working and living conditions, or engaging in social or political action in search of change which enabled improvements in education or society in general, MTI has been at forefront of such causes. So, in the scheme of things, my 48 year career went by like the blink of an eye.

I can’t imagine working anywhere else where my career could have been more productive, more enjoyable, or more satisfying.

My thanks to each and every MTI member 1968-2016. MTI has a great staff and it will continue moving forward in service to its members.

Keillor Takes the Reins

With John Matthews retiring from MTI, the Cabinet on Personnel, which is made up of the leadership of all five MTI bargaining units, has tapped Doug Keillor to succeed Matthews. Keillor has worked with Matthews for the past 25 years, and is well-known by MTI members. He has worked with Matthews in member service and in negotiations. In recommending that Keillor replace him, Matthews told the Cabinet on Personnel that Keillor has the skill, knowledge, and philosophy to continue the Union’s excellent service to MTI members.

Keillor is eager to continue his work for MTI in his new capacity, working with MTI staff, elected leaders and membership to carry the Union forward.
School Safety Protocols and Updated MMSD Emergency Procedures

The MTI-MMSD Joint Safety/BE P Committee met on January 12 to discuss BEP concerns from various schools and to also discuss safety preparedness in the event of a code red lockdown. MMSD Security Director Luis Yudice shared a copy of the recently revised “Emergency Procedures” flip-chart dated September, 2015, which has been distributed to all staff. If you have not received the updated “Revised September, 2015” Emergency Procedures flip-charts, contact Luis Yudice (lyudice@madison.k12.wi.us).

Yudice also shared information relative to the Final Report of the Sandy Hook Advisory Commission, which produced a blue-ribbon report with recommendations for school districts and law enforcement in hopes of avoiding similar tragedies. The number-one recommendation for schools was that “all classrooms in K-12 schools should be equipped with locked doors that can be locked from the inside by the classroom teacher or substitute.” This is a major concern in the MMSD since not all classrooms meet this standard and substitute teachers are not uniformly provided the means to lock a classroom door. The Advisory Commission also advanced numerous other recommendations that school districts should implement. The MTI appointees to the Safety Committee will advocate for these recommendations to be followed by MMSD. MTI has requested that Luis Yudice and MMSD Building Services Director Chad Wiese review the Sandy Hook Commission recommendations and provide an inventory of MMSD schools and classrooms that meet the safety recommendations outlined in the report.

The next meeting of the MTI-MMSD Safety Committee is scheduled for February 25. If you have safety concerns that you believe are not being addressed at the building level and would like to share those concerns with the representatives on the Joint Safety/Behavior Committee, send them to Doug Keillor (keillord@madisonteachers.org) with the notation “SAFETY COMMITTEE.”

Sabbatical Leave Deadline Extended to February 15

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due in the MTI office by 5:00 p.m., February 15. This deadline has been extended from February 1 to February 15 due to changes in the application form. See MTI’s website www.madisonteachers.org for the sabbatical leave procedures and forms.

February & March Deadlines

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15. Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before March 1 for the 2016-17 school year. Reducing one’s contract without doing so by using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).

Spring Election Dates

Voter ID in Effect

Mark your calendars now! Make a commitment to BE A VOTER in EVERY ELECTION! The spring 2016 elections kick-off with a state-wide primary election for the Wisconsin State Supreme Court on February 16th. MTI VOTERS Political Action Committee members voted unanimously to endorse 4th Circuit Court of Appeals Judge JoAnne Kloppenburg in this three way, non-partisan primary. The top two candidates will move on to the general election on April 5, 2016. Although this election is technically non-partisan, one of two challengers will likely be facing newly installed Justice Rebecca Bradley who has been appointed to three judgeships in three years by Governor Walker. This seat was vacated with the passing of Justice Crooks who frequently voted with the Court’s more progressive judges. It is critical to win this seat back to ensure a Supreme Court who is not beholden to the moneyed special interest groups that continue to dominate Wisconsin’s political scene. Early, in-person voting begins Tuesday, February 2 through Friday, February 12 at your municipal clerk’s office. This is the first election in which voters will be required to show an approved form of identification in order to receive a ballot. Information on these elections, absentee and early voting, and VOTER ID requirements can be found on MTI’s website under Elections and Political Action 2016.

Although the Supreme Court election may be the only election on your ballot, voting in this election is extremely important.

February Calendar

- Wednesday, February 3, 4:30 p.m., MTI SEE-MTI Board of Directors
- Friday, February 5, Professional Development Day
- Monday, February 8, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, February 10, 4:00 p.m., MTI MTI Cares Board of Directors
- Tuesday, February 16 PRIMARY ELECTION DAY
- Wednesday, February 17, MTI EA-MTI Board of Directors (4:15 p.m.)
- EA-MTI Building Representatives (4:30 p.m.)

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
What Does Your MTI Contract Do for You? **SENIORITY**

Rights granted to an employee by the Union’s Contract are among the most important conditions of one’s employment. Those represented by MTI, in each of MTI’s five bargaining units, have a limited number of important SENIORITY protections in critical areas. Contrary to popular opinion, seniority has little relevance in issues such as voluntary transfer where the Union Contract allows the employer to select the most qualified candidate for any vacancy. However, when determining who should be declared “surplus” (above staff requirements in a school or department) or who should be subject to “layoff” (above staff requirements in the District), SENIORITY is the objective factor that limits and controls management’s subjective actions. Because of SENIORITY rights provided by the Union’s Contract, for example, the employer cannot layoff the more senior employee simply because she/he is paid more or may be outspoken.

As Contracts Come to an End, Membership Steering Committee Activated

When the Collective Bargaining Agreements expire on June 30, 2016, additional Act 10 prohibitions will apply to MTI, including the elimination of fair-share payments and the prohibition of payroll deduction for Union dues. These changes will impact MTI once the 2016-17 school year commences. To prepare for these changes, MTI will be engaging in a membership campaign this spring to transition from “payroll deduction” of Union dues to “direct dues” payment (i.e., payment via electronic funds transfer/automatic bank draft).

An enthusiastic contingent of MTI member organizers and retirees have agreed to serve on MTI’s Membership Steering Committee to help design and implement the membership campaign to guide the Union in its transition to this new world. The Steering Committee is scheduled to commence this work on February 9 and February 23, 4:30-6:30 p.m. *MTI members from all bargaining units are invited to participate in this effort.* If you are interested in joining the Steering Committee to help design a membership campaign, please contact MTI at 257-0491 or mti@madisonteachers.org.

Last summer, in response to the Act 10 prohibitions on collective bargaining, MTI successfully collaborated with an oversight group of District and employee representatives to recommend to the Board of Education a MMSD Employee Handbook, which will take the place of the Collective Bargaining Agreements once they expire. Through that collaborative work, and the BOE’s approval of the recommendations, we were able to continue the vast majority of the working conditions, pay and benefits important to District employees. We also made some changes, creating uniform provisions for all employees whenever possible, and modifying previous benefits due to compelling needs. This summer, the parties will reconvene the oversight group to explore possible modifications to the Employee Handbook for the 2017-18 school year.

Sabbatical Leave Deadline Extended to February 15

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due in the MTI office by 5:00 p.m., **February 15. This deadline has been extended from February 1 to February 15 due to changes in the application form.** See MTI’s website [www.madisonteachers.org](http://www.madisonteachers.org) for the sabbatical leave procedures and application form.

February & March Deadlines

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before **March 1 for the 2016-17 school year.** Reducing one’s contract without doing so by using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).

Important - Save the Date

- John Matthews Retirement Party - March 12
- MTI Cares Bowl-a-thon - April 24
- MTI 50th /Strike 40th /2011 Protest 5th - May 7

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)
Be a Voter, Vote Early in the Supreme Court Primary February 16

The primary election is scheduled for Tuesday, February 16. In Madison, the Wisconsin State Supreme Court primary is the only thing on the ballot. Every vote will matter in this typically low-turnout election. Voting places will be open from 7 a.m. to 8 p.m. See MTI’s website under Elections and Political Action 2016 for the MTI-endorsed candidate in the Supreme Court election. Early, in-person voting is available NOW at your municipal clerk’s office through Friday, February 12. Early, in-person voting hours in Madison run 8 a.m. to 7 p.m. each weekday through Friday, February 12. The Madison City Clerk’s Office is located in Room 103, City-County Building (210 Martin Luther King Jr. Blvd.). Go to “My Vote Wisconsin” (https://myvote.wi.gov), to find out who your Clerk is, where you vote, and what’s on your ballot.

Photo ID is Required for this Election

The following IDs are acceptable for voting purposes, and the IDs can be unexpired or expired after the date of the most recent general election (currently, the November 4, 2014 election):

- A Wisconsin DOT-issued driver license, even if driving privileges are revoked or suspended
- A Wisconsin DOT-issued identification card
- A Wisconsin DOT-issued identification card or driver license without a photo issued under the religious exemption
- A Military ID card issued by a U.S. uniformed service
- A U.S. passport

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!

EA-MTI Board & Building Reps Meeting - February 17

The EA-MTI Board of Directors will meet on Wednesday, February 17, at 4:15 p.m., at MTI. Following the Board meeting, all EA-MTI Building Representatives are invited to meet at 4:30 p.m., at MTI. Come to hear new MTI Executive Director Doug Keillor’s updates and exchange ideas for the future of the EA-MTI bargaining unit. If you are not currently an EA-MTI Building Representative, but are interested in becoming one, you are invited to attend this meeting. We will also discuss the spring elections of the EA-MTI Board of Directors and Building Representatives, as well as MTI’s upcoming membership drive. It’s YOUR union; be involved!

Ballots Distributed for NEA Annual Meeting & Representative Assembly

Ballots have been distributed to members of MTI’s teacher bargaining unit for the election of state delegates to the National Education Association (NEA) Representative Assembly to be held July 2-7, 2016 in Washington, D.C. Ballots are to be returned to your MTI Faculty Representative to forward to MTI by Friday, February 26. MTI member and Badger Rock teacher Cari Hauge is on the ballot to be a state delegate.

The Representative Assembly (RA) takes place during the final four days of the annual meeting. It is the primary legislative and policymaking body of the Association and derives its powers from, and is responsible to, the membership. The Representative Assembly adopts the strategic plan and budget, resolutions, Legislative program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and At-Large members of the NEA Board of Directors. The RA consists of some 8,000 delegates representing state and local affiliates, student members, retired members, and other segments of the united education profession.

February Calendar

- Monday, February 8, 4:30 p.m., MTI MTI Board of Directors
- Monday, February 8, Doyle Room 103 BOE Instruction Work Group (5:30 p.m.)
- Wednesday, February 10, 4:00 p.m., MTI MTI Cares Board of Directors
- Tuesday, February 16 PRIMARY ELECTION DAY
- Tuesday, February 16, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, February 17, MTI EA-MTI Board of Directors (4:15 p.m.)
- Monday, February 29, Doyle Auditorium BOE Regular Meeting (6:00 p.m.)

Volunteer to help Voter Registration Campaigns with the League of Women Voters

The best contact right now for those in Dane County who wish to volunteer would be the League of Women Voters of Dane County (LWVDC lwvdc@chorus.net or 232-9447). This organization sponsors events and volunteers to register voters and do voter education in the area. They are running a great "Adopt a Senior Center" program that works to help seniors comply with the new Voter ID law. LWVDC is a member of the Dane County Voter ID Coalition which includes NAACP, Urban League, and other groups on the ground doing voter registration and education. Contact them to volunteer.
WHAT DOES YOUR UNION DO FOR YOU?

Assistance with Workers’ Compensation

Workers’ Compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately in such instances, MTI-represented employees can turn to their Union for assistance.

Slips, trips and falls are some of the most common causes of work-related injuries to District employees. If an employee is injured at work, they need to complete an Injury Report form as soon as possible and, if necessary, visit a doctor to determine what, if any, work restrictions are recommended. If an injury or illness restricts an employee from work, the injured employee needs to submit a Work Status Report form (signed by the medical provider) identifying those restrictions to the District. (Union Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has produced a Workers’ Compensation Fact Sheet for members advising of the process and of their rights.) Once approved, Workers’ Compensation is supposed to compensate the employee at two-thirds (2/3) of the employee’s wage rate up to certain maximum during a period of temporary disability. (Union Advantage #2: MTI’s Contracts, and next school year’s Employee Handbook, require that injured employees eligible for workers’ compensation receive 100% of wages for the first 180 days of injury.)

Vote in the Supreme Court Primary Tuesday

The primary election is Tuesday, February 16. In Madison, the Wisconsin State Supreme Court primary is the only election on the ballot. Every vote will matter in this typically low-turnout election. Polling places will be open from 7 a.m. to 8 p.m. See MTI’s website under Elections and Political Action 2016 for the MTI-endorsed candidate in the Supreme Court election.

Photo ID is Required for this Election.

Retirement, TERP & Sabbatical Leave Deadlines Today (February 15)

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due TODAY (February 15) in the office of Human Resources by 5:00 p.m.

Sabbatical Leave applications for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due TODAY (February 15) in the MTI office by 5:00 p.m. This deadline was extended from February 1 to February 15 due to changes in the application form.

Contract Reduction Deadline March 1

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before March 1 for the 2016-17 school year. Reducing one’s contract without using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).
Teacher Leave of Absence Request
Deadlines March 1 and May 1

Section VI-B (Leaves of Absences) of MTI’s Teacher Collective Bargaining Agreement provides that all non-medical leaves except academic and childrearing leaves, must be for a minimum of one full school year and must commence at the beginning of the first semester. Academic and childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

**Initial Request:** One semester (academic or childrearing).
**Extension:** One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

**Initial Request:** One full school year (academic or childrearing).
**Extension:** One extension consisting of the following school year.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2016-17, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by March 1, 2016. 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 ensuing 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 this semester 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.

Assistance with Workers’ Compensation (continued)

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the Workers’ Compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice Workers’ Compensation law typically are compensated by retaining 20% of any award or settlement. (Union Advantage #3: MTI members have highly qualified MTI staff available to assist with Workers’ Compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high quality representation and 100% of any award or settlement.)

Recently, MTI settled a Workers’ Compensation claim for an injured teacher that provided the injured employee $16,087 for out-of-pocket medical expenses and disability benefits; $8,750 for outstanding chiropractic bills; and further released the teacher from any additional responsibilities related to subrogation of benefits paid by the health insurer. MTI staff are currently assisting sixteen (16) MTI members with Workers’ Compensation issues.

The East High Community Opens a Food Pantry

Once again, we are reminded of the difference that a few inspired individuals can make. Students at East High School have established a club called Food for Thought, which focuses on the issue of food insecurity and other barriers that affect struggling students and their families. The Club opened an in-school food pantry at East High on February 8. Helena White, MTI member and Speech & Language teacher at East, serves as the faculty advisor.

Students who are food insecure are more likely to have trouble staying on task in school. Every day, teachers provide educational opportunities to students who may be struggling with such barriers to achievement. Fifty-six percent of East High Students qualify for free and reduced lunch, and approximately 7% of its students suffer homelessness (over 100 students at any given time). With the help of community donations, the Food for Thought Club hopes to eliminate hunger as a barrier to success.

The Club is asking for help to stock the shelves with non-perishable food items for East High School families. The East High Food for Thought website has a list of requested items (https://east.madison.k12.wi.us/east-high-food-pantry).

MTI encourages members to make a donation to this food pantry. Items can be delivered to the welcome center at East High School, located by the small parking lot off of 4th street. Collectively, our small, individual contributions can make a big difference to our students.

February Calendar

- Tuesday, February 16 PRIMARY ELECTION DAY
- Tuesday, February 16, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, February 17, MTI
  EA-MTI Board of Directors (4:15 p.m.)
  EA-MTI Building Representatives (4:30 p.m.)
- Monday, February 29, Doyle Auditorium
  BOE Regular Meeting (6:00 p.m.)

Important - Save the Date

- John Matthews’ Retirement Party - March 12
- MTI Cares Bowl-a-thon - April 24
- MTI 50th /Strike 40th /2011 Protest 5th - May 7

Our Union Makes Us Strong!

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MTI’s email - MTI@madisonteachers.org
Timelines moved up for Teacher Surplus Declarations

The timeline for teacher surplus determinations is being moved up this year by the Department of Human Resources. While surplus notices can be issued up to July 1, principals are currently working with budgeted allocations to determine whether there is surplus staff at each school. **Surplus declarations at schools are expected to be made during the week of February 22-26 for school-based staff, and for Central Office staff during the first week of March.**

A “surplus” occurs within a school when there are more teachers or other teaching staff than there are allocated positions available at the school. A surplus notice indicates that a teacher’s position at the school is no longer available, but that there will be a position elsewhere in the District.

Issuing declarations of surplus is a two-step process which, in accordance with the terms and conditions of the Contract, must begin with the principal first requesting volunteers. The principal is not required to accept a volunteer for surplus. If there are no volunteers, or if there are an insufficient number of volunteers, then the principal must declare the teacher(s) surplus using the procedure set forth in Section IV-F of the Collective Bargaining Agreement as follows:

- **Elementary and Middle Schools:** Inverse order of seniority among those teachers in the school, except “where the instructional requirements of the school are disrupted.” An example of disruption to the instructional program would be where declaring the least senior teacher surplus would leave the remaining staff uncertified to teach the remaining assignments. After declaring surplus in the elementary or middle school, a principal may need to make necessary adjustments in assignments within the school. The principal may do this, provided he or she “duly considers” the prior experience and certification of the remaining school staff.

- **High Schools:** Based on certification and the inverse order of seniority among those teachers within a department.

**Seniority** is defined as how long one has been employed as a teacher in the MMSD, commencing with the first day worked under contract followed by continuous service. There is no such thing as “building-based seniority.” One’s seniority in the District is used to compare to others as regards surplus. See Contract Section IV-O for additional criteria.

Teachers who have been declared surplus are asked to provide their preference(s) for reassignment to position(s) for which they are certified with as much specificity as the teacher desires, i.e., instructional level, attendance area, school, grade or grade combination, subject area. The District then reviews the available vacancies and the surplus teachers’ preferences, and seeks input from the appropriate hiring authorities in order to place all surplus teachers. The District is obligated to attempt to assign surplus teachers to vacant positions in accordance with their preference(s).

This year, reassignment from surplus is expected to be substantially completed before April 15. After that date, vacancies known by July 15 will be posted for internal transfer.

Educational assistant (EA-MTI) and clerical/technical (SEE-MTI) unit surplus, if any, will occur later this spring.

Additional information about surplus, layoff and reassignment procedures can be found at MTI’s website (www.madisonteachers.org) or by contacting MTI Staff (608-257-0491).

**Contract Reduction Deadline March 1**

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may be allowed to do so for one year, and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before **March 1 for the 2016-17 school year.** Reducing one’s contract without using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).
Membership Steering Committee Meeting Tuesday, February 23

As previously reported, an enthusiastic contingent of MTI member organizers and retirees have stepped up to serve on MTI’s Membership Steering Committee to help design and implement MTI’s upcoming membership campaign, as we transition from payroll deduction of dues to direct dues payments. The Steering Committee will meet again to continue its planning on Tuesday, February 23, 4:30-6:00 p.m., at the WEA Member Benefits building (660 John Nolan Drive, 2nd floor). MTI members from all bargaining units are invited and encouraged to participate in the Steering Committee’s efforts to design the new membership campaign. If you have questions or would like to join the Steering Committee, please contact MTI at 257-0491.

MTI’s Contracts Provide Mileage Reimbursement

MTI’s various Collective Bargaining Agreements with the District assure that MTI-represented employees will not be subsidizing the District, when they are required to travel between locations for work. *Whether one is assigned to more than one work location, travel to another location because of work, or travel to a meeting or conference, MTI’s Contracts mandate reimbursement at the “rate recognized by the IRS as non-taxable reimbursement for business travel.”* The 2016 reimbursement rate is **54¢ per mile**. Work-related travel, other than for one whose assignment requires regular travel, must be approved in advance by one’s supervisor.

Aldo Leopold Writing Contest

The Aldo Leopold Nature Center and the Aldo Leopold Foundation are sponsoring a writing contest for high school students. The goal of the contest is to build on Aldo Leopold’s legacy by inspiring the next generation of students to participate in the evolution of the land ethic through the written word. All essays must be 500 words or less and monetary prizes will be awarded to the top three essayists in grades 9-10 and grades 11-12. The deadline for online submission is **March 11, 2016.** For more information, visit: www.aldoleopold.org or email writingcontest@aldoleopold.org.

Special Education Plan

On January 20, MTI Assistant Director Peg Coyne and MMSD Director of Student Services John Harper hosted a Q & A session attended by over 20 SEAs and CC teachers. Harper shared key findings from a survey related to Special Education programming in the MMSD. He announced that the March 7th Board of Education Meeting would focus on the developing Special Education Plan. The remaining time was spent answering questions related to how to retain special education staff, serving bi-lingual students with IEPs, and addressing students with significant behavior and mental health needs. If there is interest, future Q & A sessions could become a quarterly event.

Hike and Heal Teacher Rejuvenation Retreat

Join Breathe for Change Wellness Champions and MMSD teachers Beth Kiser and Moira Farrell for a weekend of self-care in the Northwoods. Nurture your wellness with mindfulness, yoga and winter hikes at Nicolet National Forest in Three Lakes, WI. Enjoy time for self-reflection, art making and stress-reduction. Organic meals, workshops and cabin lodging is provided at cost. MTI members who register before Feb. 24 receive a 10% discount. For more information or to register visit hikeandheal.com/retreats.

MTI Bowl-A-Thon April 24, 2016 Save the Date!

MTI Cares is planning its 3rd Annual MTI Bowl-A-Thon to benefit Briarpatch Youth Services’ Teen Homeless Shelter, which formally opened last year, thanks in part to the donations provided by the funds raised in previous MTI Cares’ bowl-a-thons. This year’s event will take place on Sunday, April 24, from Noon-3:00 p.m., at Dream Lanes in Madison.

February Calendar

- Tuesday, February 23, 4:30 p.m. MTI Membership Steering Committee (WEA Member Benefits, 660 John Nolan Dr.)
- Monday, February 29, 6:00 p.m., Doyle Auditorium BOE Regular Meeting
- Monday, March 7, 5:00 p.m., Doyle Room 103 BOE Instruction Work Group
- Tuesday, March 8, 4:15 p.m., MTI MTI Voters Political Action Committee
- Monday, March 14, 4:30 p.m., MTI MTI Board of Directors
- Monday, March 14, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, March 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, March 16, 4:15 p.m., SCFL EA-MTI General Membership

Important - Save the Date

- John Matthews’ Retirement Party - March 12
- 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
Member Organizers Needed for MTI Membership Campaign this Spring

Within the next few weeks, MTI will begin to distribute information to MTI-represented employees about the upcoming changes to dues payment and fair-share mandated by Act 10 and the importance of maintaining MTI membership moving forward.

Similar to the fall recertification election effort, MTI will be counting on a broad network of MTI Faculty Representatives, EA Building Representatives and Member Organizers to provide school-based leadership on the MTI Membership Campaign this spring. If you are committed to maintaining your Union and are willing to serve as a Member Organizer, please see your MTI Faculty Representative or contact MTI Executive Director Doug Keillor keillord@madisonteachers.org by March 11. Training will be provided to all participants.

Reminder - Teacher Leave of Absence Request Deadlines March 1 and May 1

Section VI-B (Leaves of Absences) of MTI's Teacher Collective Bargaining Agreement provides that all non-medical leaves except academic and childrearing leaves, must be for a minimum of one full school year and must commence at the beginning of the first semester. Academic and childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

Initial Request: One semester (academic or childrearing).
Extension: One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

Initial Request: One full school year (academic or childrearing).
Extension: One extension consisting of the following school year.

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2016-17, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by March 1, 2016. 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 ensuing 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 this semester 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.

Nominations Due for MTI Officers and Bargaining Committee

Any member of MTI's "teacher" collective bargaining unit who is interested in nominating a colleague, or himself/herself, for Vice-President, Secretary or Treasurer should call or email MTI Executive Director Doug Keillor (keillord@madisonteachers.org/257-0491). The term of office for these positions is one year. As of this writing, seeking election are Karen Vieth (Sherman) for Vice President, incumbent Greg Vallee (Thoreau) for Treasurer, and Cari Hauge (Badger Rock) for Secretary. Vieth has been an at-large MTI Board member since 2013. Liz Donnelly, current Board Secretary, is not seeking re-election. Liz has served on the MTI Board for six years. Andy Waity (Crestwood), who was elected President-elect last May and assumed the presidency last May due to the retirement of Peg Coyne, will serve as President for the 2016-17 school year. MTI's Bylaws provide a president-elect system, in which one serves as president-elect for one year and then becomes president.

Nominations are also open for five (5) positions on the 15-member MTI Bargaining Committee. Of the 15 positions, one position each from elementary school; middle school; and high school levels; plus one at-large and one educational services positions are elected each year. Terms are for three (3) years. Seeking election are: for High School Representative - Andrew McCuaig (LaFollette); Middle School Representative - incumbent Jessica Wahl (Whitehorse); Elementary School Representative - incumbent Kerry Motoviloff (Doyle); At-Large Representative - incumbent Andy Waity (Crestwood); and for Educational Services Representative (Elementary School) - incumbent Holly Hansen (Lapham).

Nominations for both the MTI Officers and Bargaining Committee will be received and closed at the March 15 meeting of the MTI Faculty Representative Council. Nominations can also be made by an MTI Faculty Representative, from the floor, at the March 15 meeting. MTI's general election will be held April 25-27.

John Matthews’ Retirement Celebration March 12

Please join us to celebrate John Matthews’ retirement and 48 years of service as Executive Director of MTI 1968-2016.

Monona Terrace Community & Convention Center
6:00 - 10:00 p.m.
7:30 p.m. Program
Contract Reduction Deadline March 1

Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time (see Contract Section IV-W). Full-time teachers who wish to work part-time may be allowed to do so for one year, and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before March 1 for the 2016-17 school year. Reducing one’s contract without using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).

EA-MTI General Membership Meeting - March 16; Election of Officers

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) will meet on Wednesday, March 16, commencing at 4:15 p.m., in Room 201C, at the Labor Temple (1602 S. Park Street). There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit. Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 16 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 16 meeting. Get involved in your Union!

Nominations & Election for MTI Delegates to the WEAC & NEA Representative Assemblies

Nominations & the election for those interested in attending the WEAC Representative Assembly will be received at the March 15 meeting of the MTI Faculty Representative Council. The WEAC RA will be held April 15-17, in Madison. MTI is allowed forty-eight (48) delegates to the WEAC RA, eight of which, pursuant to the MTI Bylaws, are reserved for the MTI Board of Directors. Any MTI teacher bargaining unit member wishing to be nominated to an MTI delegate to the WEAC RA should submit their name to MTI by March 15. Nominations can also be made at the March 15 Council meeting.

Nominations & the election for those interested in attending the NEA Representative Assembly will also be received at the March 15 meeting. The NEA RA will be held July 2-7, in Washington, D.C. MTI is allowed (16) delegates to the NEA RA. However, other than the MTI President, the MTI budget does not fund delegates to the NEA RA. Any MTI teacher bargaining unit member wishing to be nominated to be an MTI delegate to the NEA RA should submit their name to MTI by March 15. Nominations can also be made at the March 15 Council meeting.

Aldo Leopold Writing Contest

The Aldo Leopold Nature Center and the Aldo Leopold Foundation are sponsoring a writing contest for high school students. The goal of the contest is to build on Aldo Leopold’s legacy by inspiring the next generation of students to participate in the evolution of the land ethic through the written word. All essays must be 500 words or less and monetary prizes will be awarded to the top three essayists in grades 9-10 and grades 11-12. The deadline for online submission is March 11, 2016. For more information, visit: www.aldoleopold.org or email writingcontest@aldoleopold.org.

MTI Wear on Sale

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February/March Calendar

- Monday, February 29, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
- Monday, March 7, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, March 8, 4:15 p.m., MTI
  MTI Voters Political Action Committee
- Monday, March 14, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, March 14, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, March 15, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, March 16, 4:15 p.m., SCFL
  EA-MTI General Membership

- March 21-28 Spring Break

Important - Save the Date

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MTI Membership Campaign Will Commence in April

When the Collective Bargaining Agreements expire on June 30, 2016, additional Act 10 prohibitions will apply to MTI, including the elimination of fair-share payments and the prohibition of payroll deduction for Union dues. To prepare for these changes, MTI will be engaging in a membership campaign this spring to transition from “payroll deduction” of Union dues to “direct dues” payment (i.e., payment via electronic funds transfer/automatic bank draft).

MTI has contracted with a vendor to develop a “direct-dues” platform (webpage) that will allow Union members to simply log-on to a website and enter their checking/savings account information to have their monthly union dues deducted automatically from their account (rather than deducted from their paycheck). MTI is also working on establishing the MTI budget for 2016-17, including the dues amounts. After the draft budget is approved by the MTI Finance Committee, an overview of the budget will be shared at the March 15 MTI Faculty Representative Council meeting. MTI members from all units are welcome to attend this meeting to learn more about the budget and the membership campaign.

Once the “direct-dues” platform is operational and the MTI budget is established we will commence a membership campaign to convert MTI members from payroll deduction to direct dues payments. Those who complete this process and continue their membership will continue to benefit from MTI representation and assistance. Those who elect to discontinue their membership will no longer receive MTI representation or assistance.

Membership Steering Committee. An enthusiastic contingent of MTI member organizers and retirees have agreed to serve on MTI’s Membership Steering Committee to help design and implement the membership campaign to guide the Union in its transition to this new world. The Steering Committee met on February 9 and 23 and formed two sub-groups to further refine the membership campaign: the Social Media/Communications Sub-group and the Organizer Training Sub-group. Both groups will report on their work at the March 15 MTI Faculty Representative Council meeting.

Member Organizers Needed. Similar to the fall recertification election effort, MTI will be counting on a broad network of MTI Member Organizers to provide school-based leadership on the MTI Membership Campaign this spring. The result of the campaign will determine the continued viability of our Union. MTI Faculty Representatives and EA Building Representatives will serve as our primary school-based contacts for this effort, but we encourage all schools to develop a network of Member Organizers to assist in this effort. These folks will be relied upon to help distribute information and to engage their colleagues in these critical discussions.

Contact MTI Executive Director Doug Keillor by March 11 to get involved in this effort (keillord@madisonteachers.org). Training and support will be provided to all participants.

EA-MTI General Membership Meeting - March 16; Election of Officers

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) will meet on Wednesday, March 16, commencing at 4:15 p.m., in Room 201C, at the Labor Temple (1602 S. Park Street). There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit. Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 16 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 16 meeting. Get involved in your Union!

John Matthews’ Retirement Celebration March 12

Please join us to celebrate John Matthews’ retirement and 48 years of service as Executive Director of MTI 1968-2016.

Monona Terrace Community & Convention Center
6:00 - 10:00 p.m.
7:30 p.m. Program
Bowl-A-Thon Reminder – April 24

MTI Cares is looking for your help to make the 3rd annual Bowl-A-Thon to support Briarpatch Youth Services Teen Homeless Shelter another success! The event will take place at Dream Lanes (13 Atlas Court, Madison) on Sunday, April 24, from 12-3:00 p.m. Three games and shoes will cost $9 and each bowler is asked to raise $20 for the cause from donations or sponsors.

Once again, all proceeds will go toward the operation of the newly opened Briarpatch Shelter for homeless and unaccompanied teens. If each school sponsors a team we will fill the lanes for this family-friendly, fun event. Participants do not need to be MTI members. There will be a silent auction again this year. If you are willing to donate services, artwork or something else of value for the silent auction, contact Lora Schmid-Dolan (lucydarua@yahoo.com) or Jeff Knight at MTI. Sign-ups and details related to the event can be found at www.madisonteachers.org/bowl-a-thon2016. Come on out and support this worthy cause!

MTI Cares Worksite Ambassadors

Want an easy and fun way to get involved with your Union and make a positive contribution to the community? MTI Cares, the community outreach committee of MTI, is looking for a representative in each school to help distribute and promote events sponsored by MTI Cares.

For the past two years, we have participated in events like the 100 Black Men of Madison’s Backpacks for Success; marched in solidarity at the Willy Street Fair in support of the Wil-Mar Community Center; raised over $22,000 for Briarpatch Youth Services with the MTI Bowl-A-Thon; helped organize food drives with Second Harvest Food Bank, and sponsored teams in two “Bike Ride for the Boys and Girls Club” events.

MTI Cares is looking for partners and help from across the MTI membership. If political organizing is not your thing, this is a great way to be involved and make a positive contribution to your Union and the Madison Community. Contact Jeff Knight (knightj@madisonteachers.org / 257-0491) if you can help!

Rockwell Award for Outstanding Cooperating Teachers

Have you observed an outstanding cooperating teacher mentoring and sharing their expertise with the next generation of teachers? Through the generosity of Roland and Ruth Rockwell, the University of Wisconsin-Madison offers three $500 awards to outstanding cooperating teachers. The Rockwell Awards recognize excellent teachers who have chosen to pass on their expertise by providing professional experiences for UW-Madison student teachers.

Information on how to nominate a cooperating teacher is available on the UW School of Education’s website http://www.education.wisc.edu/soe/pk-12-education/for-cooperating-teachers/rockwell-awards-for-cooperating-teachers.

Completed nomination packets should be mailed to: Rockwell Nominations, Education Academic Services, 139 Education Building, 1000 Bascom Mall, University of Wisconsin-Madison, Madison, WI 53706. Nominations are accepted through Friday, March 11, 2016.

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February/March Calendar

- **Monday, March 7, 4:15 p.m., MTI**
  MTI Finance Committee
- **Monday, March 7, 5:00 p.m., Doyle Room 103**
  BOE Instruction Work Group
- **Monday, March 14, 4:30 p.m., MTI**
  MTI Board of Directors
- **Monday, March 14, 5:00 p.m., Doyle Room 103**
  BOE Operations Work Group
- **Tuesday, March 15, 4:15 p.m., SCFL**
  MTI Faculty Representative Council
- **Wednesday, March 16, 4:15 p.m., SCFL**
  EA-MTI General Membership
- **Monday, March 28, 6:00 p.m., Doyle Auditorium**
  BOE Regular Meeting

- **March 21-28 Spring Break**

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MTI Budget

On March 7, MTI Executive Director Doug Keillor and MTI Office Manager Yvonne Knoche presented the recommended 2016-17 MTI Budget to MTI’s Finance Committee. The Committee unanimously approved the recommendation. In acknowledgment of the financial uncertainties ahead, the Budget recommends a 20% reduction in MTI expenditures for the 2016-17 school year, achieved primarily via staff salary and benefit savings. The Budget also recommends no dues increases, and the compression of teacher unit dues from twenty (20) levels to only four (4).

Pursuant to MTI Bylaws, the Budget will next be presented at the March 15 MTI Faculty Representative Council meeting. The meeting will commence at 4:15 p.m., at the Madison Labor Temple (Room 201B). All MTI members, from all bargaining units, are welcome to attend. In addition to an explanation of the Budget, we will also discuss the upcoming MTI membership campaign, as we transition from payroll deduction of Union dues to “direct dues” payment via electronic funds transfer.

Following the presentation at the Faculty Representative Council meeting, the Bylaws require that the Budget next be presented for approval at a meeting of MTI’s Joint Fiscal Group (JFG). The JFG is comprised of representatives of all five MTI bargaining units. That meeting will take place at the April 19 Faculty Representative Council meeting.

Supporting Your Colleagues During “Surplus Season”

As we have reported in the MTI Solidarity! newsletter, now is the time when many employees are receiving “surplus” notices. MTI has five (5) phone lines and during the past few weeks our phone lines have been full of calls with questions from staff subject to surplus. The first information we convey is that “surplus” is not layoff. Surplus occurs when the District reduces staff allocations at a particular school/work location due to budget reductions or changes in enrollment or programs. While some of the surplus decisions this year are the result of enrollment changes, many reductions are necessitated by the State of Wisconsin’s failure to sufficiently fund public education.

Staff declared surplus have the right to be reassigned to a different school or work location where allocations are available. “Layoff” only occurs when the District does not have enough available allocations District-wide to reassign all surplus staff. That is not meant to diminish the very real stress and disruption experienced by individuals subject to surplus/recall. Surplus decisions can disrupt an entire school community or department. That said, such changes are significantly less stressful than the threat of job loss through layoff. Layoff decisions only occur when the district is above staff requirements District-wide. While we are expecting enough attrition (retirements and resignations) to minimize the likelihood of layoffs, those determinations will be made by the District in late May.

The right to surplus reassignment is one of the critical benefits provided to MTI members via the Collective Bargaining Agreements and, after June 30, via our work on the Employee Handbook. In many Districts since Act 10 was passed, employers have replaced surplus processes with “economic nonrenewal” or layoff. In those Districts, reductions in staffing at a particular school often result in a teacher being “non-renewed” (i.e. no longer employed). Non-teachers are simply “laid off.” That is not the case in the MMSD. Staff who have been declared surplus have reassignment rights to other District vacancies. And seniority determines who is subject to surplus. These are essential job security protections obtained by MTI that will only be maintained through a strong Union.

While we need to support our colleagues who have experienced the disruption of surplus, and while we need to collectively advocate for continued job protections like “surplus reassignment” rights, we also need to effectively advocate in the political area for greater financial investments in public education.

Additional information about surplus is available on the MTI website: www.madisonteachers.org.

Absentee and Early Voting for the April 5 Election

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 2016. There are two ways to vote early or obtain an absentee ballot:

In person (early voting): Beginning Monday, March 21 through Friday, April 1, one can visit the Municipal Clerk’s office during business hours, Monday – Friday. Early voting hours for the Madison Clerk are 8:00 a.m. – 7:00 p.m. Check the Madison Clerk’s website for additional information on the upcoming election (www.cityofmadison.com/clerk/). Voters can register and cast an absentee ballot in the same visit. One needs proof of residence to register. Bring a Wisconsin driver’s license or State ID; or you can provide other approved forms of proof of residence. Check the City Clerk’s website for details.

By request: Absentee ballots can be requested by mail, email or fax. Requests must be received by the Municipal Clerk’s office before March 31 at 5:00 PM. Ballots will be mailed out through this date as well. Absentee ballots must be returned to the municipal clerk’s office or postmarked by Election Day, April 5.

(Continued on reverse)
Absentee and Early Voting (continued)

Photo ID is Required for this Election

Note: Your ID does not need to show your current address. The following IDs are acceptable for voting purposes, and the IDs can be unexpired or expired after the date of the most recent General Election (currently, the November 4, 2014 election):

- Wisconsin driver license or State ID card expiring after November 4, 2014
- U.S. passport expiring after November 4, 2014
- Military ID card expiring after November 4, 2014
- Certificate of Naturalization issued within last two years
- Unexpired Wisconsin driver license or State ID
- ID card issued by a federally recognized Indian tribe in Wisconsin
- Unexpired ID card issued by a Wisconsin accredited university or college—must contain issuance date, student signature, and expiration date within two years of issuance. Proof of current enrollment is also required.

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!

EA-MTI General Membership Meeting - March 16; Election of Officers

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) will meet on Wednesday, March 16, commencing at 4:15 p.m., in Room 201C, at the Labor Temple (1602 S. Park Street). There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit.

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 16 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 16 meeting.

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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 this semester 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.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

March Calendar

- Monday, March 14, 4:30 p.m., MTI MTI Board of Directors
- Monday, March 14, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, March 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, March 16, 4:15 p.m., SCFL All MTI Members Invited
- Wednesday, March 16, 4:15 p.m., SCFL EA-MTI General Membership
- Monday, March 28, 6:00 p.m., Doyle Auditorium BOE Regular Meeting

- March 21-28 Spring Break

Important - Save the Date

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

Volume 50, #28, March 29, 2016

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
2016-17 MMSD School Calendar Finalized

The school calendar for the 2016-17 school year has now been finalized. The calendar was particularly challenging to put together given the 192 day teacher contract, the timing of winter holidays, and the legislative requirement that school cannot start until September 1.

Start of the school year. Returning teachers will be expected to report to work on Thursday, August 25, with August 25, 26, 29 and 30 scheduled as staff learning/preparation days. The content of those days will be determined collaboratively by the principal and SBLT and shall include “collaborative learning” aligned to SIP, room set up, individual and team planning, family communications, scheduling, and records review. Wednesday, August 31, will be a voluntary day for teachers. Individual teachers have total discretion over the use of the voluntary day. School starts on Thursday, September 1, for grades 4K-5, 6 and 9. All other middle and high school students start on Friday, September 2. The Labor Day holiday is Monday, September 5.

Winter break. Because of the timing of the winter break holidays, winter break will commence on Thursday, December 22, and will continue through Tuesday, January 3 (a total of 9 days). School will resume on Wednesday, January 4.

Spring break. In order to shorten the school year to have school end on June 9, both winter break and spring break have been shortened by one day. Spring break will commence on Monday, April 10, and continue through Friday, April 14 (a total of 5 days). School will resume on Monday, April 17.

End of the school year. By shortening winter break and spring break by one day, the last day of school for students will be Thursday, June 8. A “staff only” day will then be held on Friday, June 9, with the content again determined at the building level by the principal and SBLT.

The full calendar, including the scheduling of parent teacher conferences and other “staff only” days, is available via a link on MTI’s web page: www.madisonteachers.org.

Important Reminder! Teacher Contracts Issued End of April

Teacher contracts for the 2016-17 school year will be issued the end of APRIL. Signed contracts of all returning teachers must be received in Human Resources not later than June 15. MTI strongly recommends that teachers return their signed contracts AS SOON AS POSSIBLE to the District Office of Human Resources, 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.

Back by Popular Demand: MTI/WEA Member Benefits Retirement Seminars April 13 and 26

MTI and WEA Member Benefits are teaming up again to provide MTI members two free retirement planning seminars on April 13 and 26 from 4:15-6:00 p.m. Similar seminars conducted in March filled up within one week, indicating a strong demand. Each seminar will include two parts. The first part, conducted by WEA Member Benefits staff, will help you to:

- Learn how to read/interpret your pension statement.
- Calculate your WRS pension benefit.
- Learn how to choose an appropriate annuity option.
- Learn how to purchase forfeited service.
- Determine whether you will have a retirement income gap.
- Learn how you can make changes to your personal savings.

The second part will involve a Q & A with MTI Executive Director Doug Keillor on a variety of MTI/MMSD benefit topics, including:

- Teacher Emeritus Retirement Program (TERP) benefits.
- Accumulated sick leave (escrow) available at retirement to pay for post-retirement insurance.
- Post-retirement insurance options including escrow funds, MMSD health insurance plans, Health Reimbursement Arrangements, and Medicare.
- Return-to-work options following retirement (including substitute teaching).
- Proposed changes to WRS and the need for political involvement to protect the WRS.
- Potential changes to TERP and retirement sick leave benefits via the MMSD Employee Handbook.

Interested MTI members can register on-line via MTI’s webpage www.madisonteachers.org or by calling MTI at 257-0491. Space is limited so register early. Spouses/partners welcome.

Our Union Makes Us Strong!
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DPI Electronic Licensing - Start Early

The Department of Public Instruction receives 36,000 teacher license applications each year (initial and renewal applications). To help make this process more efficient, DPI created the Educator Licensing Online (ELO) System in December, 2013. DPI no longer accepts paper applications for license renewal; one must complete and submit the renewal application through this online system.

Don’t wait until the last minute to prepare for a license renewal. If your license is set to expire on June 30 of this year, start collecting the required documentation early. You will need to provide information about the certifications currently held (they can all be renewed), and where and when you completed your certification (you can provide multiple IHEs). If you were licensed in 2004 or after, you must have your PDP reviewed and approved. Once that is accomplished, the District will provide that information directly to DPI.

If you are renewing your license through the completion of 6 university credits, have electronic (scanned) verification available, so it can be uploaded during the application process. All applicants will need to complete a Conduct and Competency Questionnaire and will need to scan and upload an Employment Verification form (#1613) signed by MMSD Human Resources. Using the new system the first time can be confusing and frustrating. Having all the information and/or materials you need, will help to make the application process go more smoothly.

A one-time, one-year license extension is possible. Failure to renew one’s license can be considered a severance of one’s teaching contract, and will be considered a resignation by the District.

Contact MTI for assistance or questions about your license renewal. For more information visit DPI’s ELO website: http://tepdl.dpi.wi.gov/licensing/elo.

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 (mamitchell@madison.k12.wi.us /663-8429).

For more details on the feedback sessions, or if you cannot attend one of the feedback sessions, but would like to provide input on-line, please visit the Special Education Plan webpage https://specialed.madison.k12.wi.us/SpecEdPlan to view the draft plan and respond to the MMSD survey by April 30, 2016.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

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**
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- **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.)

- **Wednesday, April 20, 4:15 p.m., MTI**
  - USO-MTI Board of Directors

Important - Save the Date

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

Tuesday, April 5, is Election Day; Photo ID Required
Now’s the Time to Renew Your MTI Membership

When the Collective Bargaining Agreements expire on June 30, 2016, additional Act 10 prohibitions will apply to MTI, including the elimination of fair share payments and the payroll deduction of Union dues. To prepare for these changes, MTI is engaging in a MEMBERSHIP RENEWAL CAMPAIGN to sign up MTI members and transition from “payroll deduction” of Union dues to “direct dues” payment (i.e., payment via bank draft/electronic funds transfer). That campaign starts TODAY.

How do I renew my MTI membership?
Go to www.madisonteachers.org where you can quickly complete an on-line membership form to renew your MTI membership and elect a method of dues payment (with dues payments starting this fall). MTI strongly recommends that you pay dues via the “bank draft” option in which your monthly dues will be automatically deducted from your checking or savings account.

When do I need to renew my MTI membership?
The membership year starts July 1. We are asking that all current MTI-represented employees renew their MTI membership as soon as possible, but no later than the last day of the school year, June 10, 2016. This will allow MTI to better forecast the revenues available to provide member representation and services for the 2016-17 school year.

More information on renewing your MTI membership is available at www.madisonteachers.org. Over the next few weeks, we will highlight the numerous reasons to renew your MTI Membership.

#1 Reason to Renew Your MTI Membership: A continued voice for your profession, your students, and public education
When you join your colleagues as an MTI member, you are making a decision to stand together in solidarity on important issues that impact your profession, our schools and our students. MTI provides you with a voice in the workplace, with the School Board, and at the State Capitol. Our opponents are highly organized. We need to be as well.

Ready to Represent? MTI Teacher Faculty Rep Teams Needed

MTI is a Union built on the premise that an active and involved membership, led by democratically-elected leaders and supported by highly-qualified staff, can best promote the interests of public education, the education profession and the members of the Union. MTI’s motto, “Collectively we decide, united we act” is our mutual pledge to each other to strive to include the voices of all MTI members in our decisions, and to demonstrate solidarity in our actions.

The MTI Faculty Representative (FR) is a critical component to this mission. Every school/work location should have a team of Faculty Reps working together to represent their colleagues. Schools and work sites are entitled to one (1) FR for every fifteen (15) members at the school or worksite.

MTI Faculty Reps serve to represent the concerns and interests of the MTI members at their work location with the building principal or supervisor, and work towards collaborative problem solving (a joint initiative between MTI and MMSD).

If you are interested in representing your colleagues and being a part of making positive change, contact your Senior MTI Faculty Rep by April 15 to let them know you would like to be nominated for one of the FR positions at your school/work site.

Election Process: Pursuant to MTI Bylaws, FR elections occur during the fourth week of April. This year’s election will take place April 25-29. Nominations are sought and posted a week prior to the election. Any member may nominate another member at their worksite. Members may also self-nominate. The Senior FR then conducts a secret ballot election among members at each work location. The election results are reported to MTI Headquarters, who will announce the names of the newly-elected FRs. Those elected serve a two (2) year term with terms staggered among FRs at each work site. Newly-elected FRs will be installed at the May 17 FRC meeting. If you have questions about the process or do not currently have an MTI Faculty Rep at your school, please contact MTI staff.

(continued on reverse)
Ready to Represent (continued)

Examples of Faculty Representative duties:

- Attend and represent staff at MTI Faculty Representative Council meetings on a regular basis. The FRC meets monthly during the school year (typically the third Tuesday of the month, from 4:30-6:00 pm).
- Distribute MTI communications to MTI members at their work location (e.g., MTI Solidarity!).
- Promote and oversee the enrollment of MTI members and coordinate the membership and recertification campaigns at their work location.
- Participate in the “Memorial Project/Cooperative Problem Solving (CPS) Process” at their school:
  - Participate in CPS training provided by MTI/MMSD
  - Communicate on a regular basis with principal or administrator
  - Share member concerns with MTI and administration as appropriate
  - Work to identify collaborative solutions to worksite problems
- Coordinate with and support other MTI bargaining unit reps or members of other units as needed
- Serve on MTI committees as needed
- Hold worksite MTI meetings as needed
- Communicate issues/concerns with MTI staff and leadership as they arise

Nobody needs to do it all. These responsibilities should be shared by a team of Faculty Reps at each school

Supports:

MTI leadership and staff provide a variety of supports to assist MTI Faculty Reps with their responsibilities and to facilitate the development of processes such as Collaborative Problem Solving. These supports include formal FR training opportunities, as well as regular and on-going communications and support from MTI elected leadership and staff.

MTI Bowl-A-Thon April 24!
Need Teams, Silent Auction Items, & Volunteers

MTI Cares 3rd Annual Bowl-A-Thon is quickly approaching on Sunday, April 24 from 12-3:00 p.m., at Dream Lanes (13 Atlas Court). All proceeds for this event go to the Briarpatch Youth Services’ Shelter for Homeless Teens. We have already raised over $4,000 from sponsors and we need your help to make this event another success! MTI helped get this shelter built, now we can help support its continued operations!

Register a team today! Teams of 4-6 bowlers, reserve your lane. Recruit a team from your school and sponsor the “School Team” with small donations. Teams do not need to be MTI members. Information and sign-ups are available at the MTI Bowl-a-Thon website:
www.madisonteachers.org/bowl-a-thon2016

Donate an item for the silent auction! We are once again featuring a silent auction of donated items and gifts. If you have something of value to donate, please contact Lora Schmid-Dolan (lucydarua@yahoo.com), or MTI Staff Representative, Jeff Knight (knightj@madisonteachers.org / 257-0491). We will need all silent auction items by Thursday, April 21.

Volunteer to help! We need about 10-15 volunteers on the day of the Bowl-a-Thon to keep things running smoothly with set-up (10:00-12 noon), registration (11:30-1:00 p.m.) and silent auction management (1:00-3:00 p.m.). If you can help, sign-up at the MTI website.

MTI Cares is the MTI Community Outreach Committee. If you’d like to participate in MTI Cares, contact Jeff Knight. United We Stand (to help our community)!

MTI 50th/EA-MTI Walk-out 20th/Strike 40th/2011 Protest 5th Anniversary Celebrations

Date: Saturday, May 7, 2016
Time: 6:00-10:00 p.m.
Location: Madison Labor Temple (1602 S. Park St.)

April Calendar

- 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.)
  MTI Membership Organizing Training (5:00 p.m.)
- Wednesday, April 20, 4:15 p.m., MTI
  USO-MTI Board of Directors
- Saturday, April 24, 12-3:00 p.m., Dream Lanes
  MTI Cares Bowl-a-thon
- Monday, April 25, 5:30 p.m., Doyle Room 103
  BOE Special Meeting (Open)
- Monday, April 25, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
- Wednesday, April 27, 4:30 p.m., MTI
  SSA-MTI General Membership

Our Union Makes Us Strong!
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MTI’s email - MTI@madisonteachers.org
Renewing Your MTI Membership: Simple, Satisfying, and Necessary

“I just renewed! So easy!”
“Done!!! Easy peasy and makes me PROUD!!!!”
“All done. Proud to be one of the first 1,000”

These were some of the first comments on the MTI Facebook page following the release of the MTI Membership Renewal sign-up site last week. When the Collective Bargaining Agreements expire on June 30, 2016, additional Act 10 prohibitions will apply to MTI, including the elimination of fair share payments and the elimination of payroll deduction of Union dues. To prepare for these changes, MTI is engaging in a Membership Renewal campaign to sign-up MTI members and transition from “payroll deduction” of Union dues to “direct dues” payment (i.e. payment via bank draft/electronic funds transfer).

How do I renew my MTI membership? Go to www.madisonteachers.org where you can quickly complete an on-line membership form to renew your MTI membership and elect a method of dues payment (with dues payments starting next fall). MTI strongly recommends that you pay dues via the “bank draft” option, where your monthly dues will be automatically deducted from your checking or savings account. More information on renewing your MTI membership is available at www.madisonteachers.org

#2 Reason to Renew Your MTI Membership: A continued voice in your pay, benefits and working conditions

When you renew your membership and join your colleagues as an MTI member, you build capacity for continued advocacy for good pay, benefits, and working conditions. Working conditions for educators are learning conditions for students. In response to the bargaining prohibitions under Act 10, 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 produced an Employee Handbook that continues the salary schedules, benefits, and working conditions most critical to employees, while forging acceptable compromises in other areas. Our continued voice in this process depends on maintaining a strong Union, building effective working relationships with District administration, and electing supportive Board of Education members.

BOE Discussing Employee Premium Contribution for Health Insurance

As many are aware, MMSD administration is constructing a budget for the 2016-17 school year with an assumption of no increase in health insurance rates (a 0% increase). Last school year, MTI and District representatives worked together to gain agreement from the District’s three health insurance carriers (Unity, GHC and Dean) of no increase in premium rates. This year, MTI and District representatives have again worked with the insurance carriers to minimize their premium increases for July 1. As of this writing, the insurers have lowered their proposed July 1 premium increases to a range of 1.6% to 4.9%. This represents a significant improvement over their initial proposals, but still results in $1.9 million in additional expenses above that budgeted by the Board of Education.

At the April 12 meeting of the BOE Operations Work Group, the Board received a presentation from MMSD Asst. Superintendent of Business Mike Barry that included information on a possible employee premium contribution of between 2-3% in order to offset the increase in insurance rates. In response, MTI sent a communication to all BOE members and Superintendent Cheatham expressing our concerns with the timing of this consideration and requesting the Board’s consideration of the impact of such a change on employees in light of current challenges faced by the District and District employees (a copy of the full communication is available on the MTI website).

Should the BOE conclude to move in the direction of an employee premium contribution and/or changes in benefits (e.g. deductibles, co-pays), MTI will meet with District representatives to discuss and explore the various options so we can advocate for those options with the least adverse impact on MTI-represented employees. Ask yourself: how would this work if we didn’t have a Union?

Base-Wage Bargaining: 0.12% Increase

The Presidents from each of MTI’s five (5) bargaining units and MTI Executive Director Doug Keillor met with District representative Heidi Tepp on April 6 to commence (and conclude) bargaining over “base-wage” increases for the 2016-17 school year.

(Continued on reverse)
Base-Wage Bargaining (con’t)

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 increase for Contracts beginning July 1, 2016, has been determined by the Department of Revenue to be 0.12%. Only in the bizarre world of Act 10 is this considered a “cost-of-living” increase. Given the limitations of the law, and the small increase allowed, these negotiations were brief as the District agreed to the 0.12% maximum allowed by law.

While the twelve one-hundredths of one percent base wage increase is paltry by any measure, it could be worse, and is worse in many Wisconsin school districts. Many public employers do not even agree to provide “the maximum” and others have stopped providing step increases, lane movement, or longevity increases. MTI-represented employees retain those features of their salary schedule. MTI’s good work on the Employee Handbook is where these items get resolved and that will be where we continue to focus.

MTI General Election

Voting by members of MTI’s Teacher Collective Bargaining Unit for MTI Officers and Bargaining/Handbook Committee will occur April 25-29. MTI Faculty Representatives will provide members with information regarding balloting procedures and the voting location at each work site. To be included in the official tally, ballots must be turned in to MTI headquarters by 4:30 p.m., Monday, May 2.

EA-MTI Building Rep Elections April 25-29

This year’s Building Representative election will take place April 25-29. Article VI of the EA-MTI Bylaws provides that members in each work site elect a Building Representative (BR) and an alternate Building Representative for a term of one year. Information on the election procedures will be sent to current Building Reps at each school.

MTI 50th/EA-MTI Walk-out 20th/Strike 40th/2011 Protest 5th Anniversary Celebrations

Date: Saturday, May 7, 2016
Time: 6:00-10:00 p.m.
Location: Madison Labor Temple (1602 S. Park St.)

Our Union Makes Us Strong!

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MTI’s email - MTI@madisonteachers.org
“Why I’m Sticking to the Union - and Others Should Too”
(By Andrew McCuaig, English teacher, LaFollette High School)

Joining a union is an act of faith: a belief that people coming together with similar daily work lives can have an impact on those people who may have goals that don’t take into account anything but the bottom line. By joining a union, you are asserting that you were not put on this earth merely to do what you were told, but that you believe you should have a say in your own livelihood. But more than that, as a union member you believe that wealth should be more evenly distributed, that supervisors should not have absolute power, and that the details of the actual work should be mutually agreed upon, because you cannot get that coal out of the ground, that car made, or that student to graduate without a contract that respects both sides.

But joining a union is also a practical matter. Wherever unions exist, wages are higher. That is one reason why corporate interests throughout history have tried to weaken unions whenever they can. Fair wages, vacation days, sick leave, maternity leave, overtime, seniority, even the notion of a 40 hour work week - all exist because of the Labor Movement, and all cut into a company’s bottom line. When you pay union dues, you are supporting a staff that bargains on your behalf, that defends you when you require defending, or, more likely, defends someone else you might not even know who has your same job and is being treated unfairly. If the accused has truly screwed up, they get due process and what’s coming to them. If they haven’t, they are not simply fired in a Donald Trump dreamworld but are given their job back. The employer, meanwhile, is given a message not to abuse its authority.

Madison teachers are now actively responding to two union-busting rules justified by our state legislature’s notion of fairness: the elimination of automatic dues deductions by employers, and the option for teachers to not pay their “fair share” dues once our contract expires on June 30th. “Fair share” dues refers to the decades-old court ruling that workers who choose not to join a union must still pay for those services that they benefit from. The recent 4-4 Supreme Court deadlock on “fair share” upholds this practice for private sector unions but doesn’t affect Wisconsin’s teachers and other public employees under Act 10. Starting this month, teachers in every Madison school will be encouraging each other to continue their membership with MTI by supplying their bank’s routing number to pay dues. Some will need convincing, and some will want to pocket their dues now that they can. This will surely cause tension among colleagues. Also causing tension will be the teacher who keeps the money and then finds himself unfairly disciplined and in need of union representation he is now not entitled to. It’s a nice divide and conquer ploy, and those responsible deserve credit for their meanness.

On the other hand, heading into this new, mean work environment gives Madison teachers a chance to come together in solidarity, to freshly justify our existence, and to educate a new generation of teachers why we have just cause, paid sick days, and other things we now take for granted. The continued existence and influence of MTI will no doubt keep the meanest politicians up at night, which is just another reason to sign up.

(Note: This article was originally published, with some changes in The Capital Times, opinion section, on 4/15/16)

Nonrenewal of Contract

Sections IV-I and IV-J of MTI’s Teacher Collective Bargaining Agreement set forth the procedures which principals are required to use when management notifies a teacher that he/she is being considered for non-renewal of contract. By Contract, the District is obligated to advise a teacher before May 1, if they are considering non-renewal. Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before May 15. MTI professional staff should be present at any and all meetings between the teacher and any administrator in this regard, given that the meeting may indeed affect the teacher’s continued employment status. The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation. See the reverse side of your MTI membership card.

(Continued on reverse)
**Nonrenewal (con’t)**

For probationary teachers, a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. For non-probationary staff, a request for arbitration must be made within fifteen (15) days of a non-renewal notice. It is extremely important for any teacher receiving such a notice to immediately contact MTI.

**GHC Election: VOTE**

MTI members who have selected Group Health Cooperative as their health insurance carrier are reminded to vote in the important upcoming election for GHC Board members. Information on how to obtain an absentee ballot is in the mail to all MTI members who are insured by GHC. Please act quickly to obtain your ballot. Anyone age 18 and over can vote. Make your vote count.

**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.

**Ready Set Goal Compensation Deadline May 1**

Pursuant to the MTI/MMSD agreed-upon Memorandum of Understanding elementary teachers who have completed Ready, Set, Goal (RSG) Conferences, and whose request for compensatory time cannot be accommodated due to the unavailability of a substitute teacher, may, upon written notice to their principal by May 1, choose among the following options: (1) request to be compensated for RSG conferences, travel time, and up to 15 minutes per conference for any reasonable administrative time associated with each conference; or (2) have said day(s) added to the teacher’s Personal Sick Leave Account (PSLA) or, if the teacher has the maximum amount in that account, the day(s) may be added to the teacher’s Retirement Insurance Account (RIA) [any such days accumulated to one’s RIA from RSG services are not subject to the PSLA or RIA maximum]; or (3) carryover one (1) paid RSG leave day into the following school year; or (4) a combination of items 1-3 above. Contact MTI Assistant Director Eve Degen (degene@madisonteachers.org) with questions regarding RSG compensation.

**Special Education Plan for Student Services Meeting - May 2**

In a joint effort to clarify various special education issues, Peg Coyne (MTI Assistant Director) and John Harper (MMSD Executive Director of Student Services) will host a Q & A session on Monday, May 2, 2016. The meeting will take place from 4:00-6:00 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). This is an opportunity to share current information and discuss the recently proposed Special Education Plan for Student Services. All interested District staff are invited.

**April Calendar**

- **Monday, April 25, 5:30 p.m., Doyle Room 103**
  BOE Special Meeting (Open)
- **Monday, April 25, 6:00 p.m., Doyle Auditorium**
  BOE Regular Meeting
  - **Wednesday, April 27, 4:30 p.m., MTI SSA-MTI General Membership**
  - **Thursday, April 28, 4:30 p.m., SCFL MTI Membership Organizing Training**
  - **Monday, May 2, 4:00 p.m., MTI MTI Elections Committee**
  - **Tuesday, May 3, 4:15 p.m., MTI MTI Bargaining/Handbook Committee**
  - **Wednesday, May 4, 4:30 p.m., MTI SEE-MTI Board of Directors**

**MTI 50th/EA-MTI Walk-out 20th/Strike 40th/2011 Protest 5th Anniversary Celebrations**

Date: Saturday, May 7, 2016
Time: 6:00-10:00 p.m.
Location: Madison Labor Temple (1602 S. Park St.)

**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)
Saturday, May 7: Continuing our Labor Legacy

May Day is Labor Day throughout much of the world and provides us an annual reminder of the sacrifices and accomplishments of our predecessors who fought for a more just and equitable work life. In May 1886, workers throughout the country engaged in massive strikes, demanding an eight-hour day to end 10-14 hour daily work schedules. That year in Milwaukee on May 5, 1500 demonstrators, mainly workers, marched toward the old Bay View Rolling Mills plant (the city’s largest manufacturer) engaging workers at that plant to join them in their strike for a shorter work day. Following orders from Wisconsin’s governor, the state militia fired upon the demonstrators, killing seven of them. Similar demonstrations occurred throughout the country that year and, over time, these struggles and the public’s reaction to them produced the labor laws that now provide the eight-hour work day, overtime pay, and “weekends.”

While times have changed and the state militia is no longer firing on demonstrating workers in Wisconsin, working people continue to need a vehicle to champion their cause and advocate for their needs. And Unions, regardless of the existence or non-existence of “bargaining rights,” continue to be the only effective means to accomplish this advocacy.

MTI members have recognized this for over 50 years. This Saturday, May 7, all MTI-represented employees (past, present, and future) are invited to celebrate MTI at the Labor Temple (1602 S. Park St.) from 6:00-10:00p.m.

• Fifty years ago, MTI was organized as a Union.
• Forty years ago, MTI teachers and substitute teachers engaged in a week-long strike to win, among other things, elementary planning time.
• Twenty years ago, MTI Educational Assistants engaged in a one day “sick-in” in an effort to win a living wage.
• Five years ago, a hundred thousand labor demonstrators gathered outside (and inside) the state Capitol to fight the most recent attack on their livelihood, professions, and public services.

Where we go from here is up to all of us. Come join us on Saturday for food, music, and solidarity!

National Teacher Day - May 3, 2016
Join the 2016 #ThankATeacher Campaign!

National Teacher Day is May 3. It is a time for honoring teachers and recognizing the lasting contributions teachers make in society, especially in the lives of children. Teachers give us so much. A boost of confidence when we really need one. Extra help when we’re having trouble. A welcoming presence when everything else seems out of control. And though we know we can’t ever thank them enough, we can take a moment during National Teacher Appreciation Week to share our appreciation for the special educators in our lives.

Join NEA and the National PTA in saying “Thank You” by sharing one of the following on social media during Teacher Appreciation Week, May 2-6:
• A picture of yourself with your favorite teacher, past or present
• A picture of your child with his or her teacher
• A picture of yourself holding a piece of paper with a simple message saying Thank You to a teacher and why you’re thanking him or her

Be sure to use the hashtag #ThankATeacher when sharing. Let’s show our teachers how much they mean to us!

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.
NALC Food Drive May 14

The National Association of Letter Carriers Food Drive is scheduled for Saturday, May 14th. In Dane County and nationwide, this is the largest ONE DAY food collection for the entire year. By utilizing available food resources, individuals and families are able to stretch their household budgets and cover other necessities - such as housing costs, utilities, and transportation. YOU can help in two ways:

First, please leave non-perishable food items out that day for your letter carrier to pick up. [No glass containers, please!] Also help advertise the drive by encouraging your friends, neighbors, and fellow Union members to participate.

Next, volunteer that afternoon at a local post office! Between the hours of 1:00 p.m. and about 7:00 p.m., you can help unload the bags and bags and bags of groceries from the letter carriers’ trucks. You don't have to volunteer for the entire time - a two to three hour shift would be great. [Warning: This does involve a lot of bending and lifting, so please realize your physical limitations.]

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, 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 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.

Teachers Must Register by July 31 to Receive 12 Paychecks in 2016-17

Act 10 Requires the Default to be 10 paychecks!

The District’s current default payroll option for members of the teacher bargaining unit is to receive 12 paychecks per school year. However, with the expiration of the Collective Bargaining Agreement, the District can no longer legally distribute a teacher’s pay over 12 paychecks “unless the teacher voluntarily requests this frequency of payment.” Beginning with the 2016-2017 school year, the default pay option will be 10 paychecks per school year.

This information, and a link to a form to register this option will be included in the April 13 issue of MMSD Connect (also at: https://hr.madison.k12.wi.us/teacherpaychecks). This information will continue to appear in MMSD Connect through the end of the school year, as a memo in teachers’ contracts for 2016-2017, and as a message on the gmail sign-in screen. The deadline to sign-up to receive 12 paychecks in 2016-17 is July 31 and will need to be renewed annually.

Questions can be directed to MMSD Payroll staff Kim Callies Bleiler (663-5380) or any payroll department member.

Costco Teacher Appreciation

Teachers and Educational Support Staff are invited to a Teacher Appreciation Event

May 2 – May 8
Weekday Hours 10 a.m. – 8:30 p.m.
Saturday Hours 9:30 a.m. – 6 p.m.
Sunday Hours 10 a.m. – 6 p.m.

To obtain & print an invite to this special offer, go to MTI’s webpage www.madisonteachers.org.

May Calendar

- Monday, May 2, 4:00 p.m., MTI MTI Elections Committee
- Monday, May 2, 5:00 p.m., Doyle Room 103 BOE Instruction Work Group
- Tuesday, May 3, 4:15 p.m., MTI MTI Bargaining/Handbook Committee
- Wednesday, May 4, 4:30 p.m., MTI SEE-MTI Board of Directors
- 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 10, 4:15 p.m., MTI MTI VOTERS Political Action Committee

Our Union Makes Us Strong!

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MTI’s email - MTI@madisonteachers.org

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. 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 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. 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 Manitowish 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 or 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 54th 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

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.

Calendar

- 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
MTI’s email: MTI@madisonteachers.org
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-Kriehoff (dhargrovekr@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.

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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/courageteach-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.

MAY 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
MTI Prevails in Act 21 Case on Behalf of Public Education

The Wisconsin Supreme Court issued a decision last Wednesday (5/18/16) in Coyne v. Walker, striking down legislation that would have required the Superintendent of Public Instruction to obtain the Governor’s permission before drafting any administrative rules relative to public education in the State of Wisconsin. The legislation, known as Act 21, was an attempt to transfer control over public education to the Governor, usurping the Superintendent of Public Instruction’s constitutional authority. Coyne v. Walker was brought by a group of MTI teachers and parents with children in public schools.

In an opinion supported by a four-justice majority, the Wisconsin Supreme Court held that:

“[T]he will of the people as expressed by Article X, Section 1 also requires the Legislature to keep the supervision of public instruction in the hands of the officers of supervision of public instruction…Because Act 21 does not allow the SPI and DPI to proceed with their duties of supervision without the Governor’s, and in some circumstances the Secretary of Administration’s approval, Act 21 unconstitutionally vests the Governor and Secretary of Administration with the supervision of public instruction in violation of Article X, Section 1.”

The Court’s decision upholds and preserves the Superintendent’s constitutional role in supervising public instruction in Wisconsin, consistent with longstanding precedent. The Superintendent is an independently-elected constitutional officer charged with overseeing public instruction. As the Wisconsin Supreme Court recognized, the Superintendent is not the Governor’s subordinate in carrying out this role. Act 21 was a coordinated effort by the Governor and the Legislature to force the Superintendent to answer to the Governor, just like the department heads who are appointed by and serve at the pleasure of the Governor. The Wisconsin Supreme Court properly rejected this power grab. “This is a huge victory for public education in Wisconsin,” said MTI Past President Peggy Coyne.

MTI brought this case forward to protect public education and the importance of maintaining an independent, nonpartisan elected Superintendent to oversee that system. MTI was presented in these proceedings by Susan Crawford, Lester Pines and Aaron Dumas of Cullen, Weston, Pines & Bach. This is one more example of how our Union can continue to advocate for our public schools and one more reason for MTI members to RENEW.

MTI Membership Ratifies 2016-17 Collective Bargaining Agreements

Last Tuesday (May 17) members from MTI’s five (5) bargaining units gathered for a general membership meeting to: 1) ratify the 2016-17 Collective Bargaining Agreements, and 2) discuss issues to address in the upcoming Employee Handbook discussions. Given the restrictions of Act 10, MTI can legally bargain only one item with the District, base wages. And base-wage increases are further limited to no more than the consumer price increase as determined by the Department of Revenue. For Contracts effective July 1, 2016, such allows for a maximum 0.12% base-wage increase. MTI and the MMSD reached tentative agreement on this base-wage increase on April 6 and the MTI membership from all five (5) bargaining units have now ratified the agreements. The Board of Education will now act on ratification.

Recognizing the limitations of “bargaining” post-Act 10, the majority of the MTI membership meeting entailed a discussion of the items that members would like to see prioritized and advanced by their representatives in this summer’s collaborative Employee Handbook review process. The Handbook discussions are where issues like the salary schedule, planning time, work year, and other critical issues are discussed. MTI members who were unable to attend the membership meeting are still encouraged to share their feedback via the MTI Membership Survey available via e-mail link or via the MTI website www.madisonteachers.org.
MTI Officers Installed

At last Tuesday’s meeting of the MTI Faculty Representative Council, Andrew Waity (Crestwood) was installed again as MTI President. Kerry Motoviloff (Doyle) was installed as MTI President-Elect. She will serve as President for 2017-18. Other MTI officers elected in MTI’s April general election and installed at the Faculty Representative Council meeting were: Karen Vieth (Sherman) as Vice President; incumbent Greg Vallee (Thoreau) as Treasurer; and Cari Hauge (Elvehjem) as Secretary. The MTI Board of Directors consists of ten members - the six above-referenced officers, who are elected by the general membership, and four at-large representatives elected by the MTI Faculty Representative Council.

Installed on the MTI Bargaining Committee were incumbents: High School Representative - Andrew McCuaig (LaFollette); Middle School Representative - Jessica Wahl (Whitehorse); Elementary School Representative - Kerry Motoviloff (Doyle); At-Large Representative - Andy Waity (Crestwood); and Educational Services-Elementary - Holly Hansen (Lapham). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

GHC Effort Successful

Given GHC’s financial losses and the probable impact of such on MTI members, MTI joined with the Madison Firefighters, Police Officers, AFSCME, Building Trades Council, and the International Brotherhood of Electrical Workers (IBEW 2304/MG&E) in support of three candidates for the GHC Board of Directors. The unions organized their members who have selected GHC as their health insurance provider to vote by absentee ballot in the GHC election, and all overwhelmingly prevailed in the election. The three new Board members have pledged to reverse the downward financial trend.

The MTI Cares Bowl-A-Thon Another Success for Briarpatch Youth Services

MTI Cares teamed up with Briarpatch Youth Services for a third consecutive year on Sunday, April 24, to raise funds for the Briarpatch Youth Shelter for Homeless Teens. Thanks to generous contributions from local labor and business sponsors, participants, and countless donors, MTI Cares has raised over $30,000 for this important cause in these three years. Special thanks goes to Lora Schmid-Dolan of the MTI Cares Committee who drives much of the fundraising and push to get things done! You can find a list of sponsors at the MTI Cares website. Thanks MTI! You show time and time again through your tireless dedication to Madison’s children, that you care!

MTI Cares Second Harvest Summer Food Drive with AFSCME and MMSD – Ends May 27!

Participating schools have Second Harvest Blue Barrels located in their buildings. Please bring non-perishable food items as well personal hygiene products to place in the barrels. The MTI website has a food drive page with additional information, including the most needed items.

http://www.madisonteachers.org/mti_cares_food_drive2016/

Keep MTI Updated on Changes

Please call, write, or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Calendar of Events

- 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
- Thursday, June 9, Last Day of School for Students
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Earn up to six PAC credits for completing your PDP!

Teachers who have completed a Professional Development Plan (PDP) to renew a license with DPI can earn up to six Professional Advancement Credits (PAC) to be applied toward Track advancement, or for crossing an Improvement Level, on the salary schedule. Section III-H-4 of the Teacher’s Collective Bargaining Agreement (Addendum A, Section 1.06 of the Handbook) entitles teachers to earn these credits, which was negotiated by MTI after DPI changed the requirement to renew a license from six academic credits to completing a PDP. Academic credits earned as part of the PDP will count, but will be deducted from the six PAC credits. These credits are earned whether moving from an initial educator to a professional license, or for renewing one’s professional license. To receive these credits, one must complete and return the Request for PAC Credit for PDP Completion form, which is available in the Department of Human Resources.
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. 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.

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.

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 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) at MTI. 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.

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.

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.

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!

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.

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.

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

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Appreciation for A Job Well Done

As the 2015-16 school year comes to an end, MTI wishes to extend our appreciation to all MTI-represented employees for your countless contributions to Madison’s children: To the SEAs who care for and support our most vulnerable students; to the classroom teachers and substitute teachers who stand and deliver every day; to the school secretaries and administrative support staff who keep the school operation running; to the school security assistants who build critical relationships while providing safety; to the central office support staff who provide technical support, instructional support, and administrative support to 4,000 employees across 50+ work sites; to our brothers and sisters in Local 60 who clean and maintain our buildings and feed our students; to our brothers and sisters in the Building Trades who construct and paint and plumb and repair. It truly takes a village to educate a child and you are all a part of that village.

While much will be made of the end-of-year data analysis and the various metrics of student growth and performance, the most significant contributions are largely immeasurable: the compassion shown to a distressed student; the encouragement provided to an emerging learner; the sympathetic ear for a struggling parent; the support and reassurance offered to a colleague in need. Some of you will find a much-needed respite this summer to re-engage with family, pursue professional development, or simply breathe. Some of you will continue your work this summer for the District or a second (or third) job. Others still will be retiring or resigning and moving on to other chapters in life. Thanks to each and every one of you for the difference you have made every day.

Summer Solidarity: While this is the last print edition of MTI Solidarity! for the school year, MTI members who have provided their personal e-mail address to MTI will continue to receive e-mail updates throughout the summer as developments occur on the employee premium contribution, the Employee Handbook review process, and other important activities your Union will be engaged in.

And if you have not renewed your MTI membership, please do so now at www.madisonteachers.org.

3,489 Years of Service

Combined service of 3,439 years are departing the District, as 148 employees retire. Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at Promega on May 10. Topping the list of MTI-represented employees in years of service to Madison’s children are:

Teachers (MTI): Nancy Shinners (42); Delon Underbakke (41); Catherine A. Lyman (40); Kim M. Henze (39); Carol E. McQuade (37); Scott Schieldt (36); Lauren W. Mikol (36); and Deborah H. Kroll (35).

Educational Assistants (EA-MTI): Ann F. Stassi (37); Carleen Jorgensen (33); Ann M. Krueger (27); Judith Leibbrandt (27); Theresa M. Busby (26); and Kathryn Wells (26).

Supportive Educational Employees (SEE-MTI): Peggi A. Dahmen (31); Carol A. Georges (29); Ann M. Wersal (26); Jean L. Antoine (22); and Sherry Carpenter (22).

Security Assistant (SSA-MTI): Kevin McGuire (16).

Substitute Teacher (USO-MTI): Gary Matthiesen (22).

Important Reminder!

Teacher Contract Deadline June 15

Teacher contracts for the 2016-17 school year for all returning teachers must be signed and received in the District’s HR office no later than June 15. Failure to return a signed contract by June 15 may result in the District accepting such as one’s resignation.

Summer School Positions Still Available

The District has advised MTI that they are still working to fill summer school teaching positions in the area of K-5 literacy and math (including bilingual spots), enrichment, and some high school positions. If you are interested, please contact the HR office: https://hr.madison.k12.wi.us/summerschool.
Teachers Must Register by July 31 to Receive 12 Paychecks in 2016-17
Act 10 Requires the Default to be 10 paychecks

The District’s current default payroll option for members of the teacher bargaining unit is to receive 12 paychecks per school year. However, with the expiration of the Collective Bargaining Agreement, the District cannot longer legally distribute a teacher’s pay over 12 paychecks “unless the teacher voluntarily requests this frequency of payment.” Beginning with the 2016-2017 school year, the default pay option will be 10 paychecks per school year.

This information, and a link to a form to register this option was included in the April 13 issue of MMSD Connect (also at: https://hr.madison.k12.wi.us/teacherpaychecks). The information will continue to appear in MMSD Connect through the end of the school year, as a memo in teachers’ contracts for 2016-2017, and as a message on the Gmail sign-in screen. The deadline to sign up to receive 12 paychecks in 2016-17 is July 31, and will need to be renewed annually.

Questions can be directed to MMSD Payroll staff Kim Callies Bleiler (663-5380) or any payroll department member.

Insurance Changes During Summer

MTI-represented District employees are advised to call the District’s Benefits Office (663-1795) regarding insurance benefits that are available via MTI’s various Collective Bargaining Agreements, if any of the following events occur during the summer: one gets married, changes address, changes name, retires, resigns, takes a leave of absence, has or adopts a child, and/or if one’s dependent and/or spouse becomes ineligible/eligible for health or dental insurance coverage. (See the health or dental insurance provision in the appropriate MTI Collective Bargaining Agreement; call MTI with questions.) One must add a new eligible person (e.g., child, including a newborn, or spouse) within 30 days of eligibility.

Dependents: Under the revised state law regarding dependent coverage, adult children are eligible to remain on a parent’s health and dental plan until the end of the year in which the child turns 26.

Spouse/DFP: A spouse becomes eligible upon marriage, termination of his/her employment, or loss of insurance with his/her employer; and becomes ineligible due to divorce. If one gets married, his/her spouse is not automatically covered by health or dental insurance; one must contact the District’s Benefits Office to enroll his/her spouse or domestic family partner.

Remember the above-referenced 30-day rule. Waiting until fall to act may render one’s spouse, DFP, or other dependents ineligible. Acting promptly assures your right to MTI-negotiated insurance.

Bike Ride for Boys and Girls Club – Join Team MTI Cares, July 16

MTI Cares has hosted a team in the Bike Ride for the Boys and Girls Club for the past two years. The event takes place on Saturday, July 16, and is being led by Captain Amy Noble. Any needs some company? Won’t you join her this year? Riders can select route distances of 8, 25 or 50 miles. The Ride kicks off at McKee Farms Park and takes bikers through the lovely rolling hills to the southwest of Madison, with plenty of rest stops and well stocked refreshments along the way. You can ride at whatever pace suits you. There is a party at the end with food, music, and cold beverages to celebrate. Over the past two years, MTI Cares has helped raise nearly $5,000 for the Boys and Girls Club through this event. Donations are made on-line. Signing up is quick and easy. To join or donate, visit www.madisonteachers.org/mti_cares.

Renew Your License

MTI reminds those in its teacher bargaining unit that Wisconsin Statutes require one to have a current license to teach. Not having a current license could invalidate one’s individual contract. Each teacher receives a notice from the District’s HR office regarding the timeline for license renewal. A teacher licensed before 2004 may renew the license by successfully completing 6 university credits during the previous 5-year license period. However, a teacher who received a license after 2004 must develop and complete a Professional Development Plan over at least a 3-year period. (Teachers who were licensed before 2004 can also complete a PDP rather than taking university credits – and it’s a free alternative to taking academic credits.) Important: the license renewal process is now on-line only. Have the necessary documentation (employment verification form and documentation of completion of university classes or your PDP) and budget sufficient time to navigate the system. Contact Peg Coyne at MTI (coynepeg@madisonteachers.org) with questions.

MTI Office Summer Hours

MTI staff wish all Union members a safe and enjoyable summer. MTI’s office remains open during the summer to serve its members. Summer hours are 7:30 a.m. - 5:00 p.m., Monday through Thursday, and 7:30 a.m. - noon on Fridays. Note: The MTI office will be closed July 4 & 5 for the July 4 holiday.

Calendar of Events

- 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
- Monday, June 13, Doyle Room 103
  BOE Special Meetings - 5:00 & 5:30 p.m.
  BOE Operations Work Group - 6:15 p.m.

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